THE SECRETARY OF STATE

CONGRESSIONAL BUDGET JUSTIFICATION

Appendix 1:
DEPARTMENT OF STATE DIPLOMATIC ENGAGEMENT

Fiscal Year 2025

DEPARTMENT OF STATE

CONGRESSIONAL BUDGET JUSTIFICATION
Appendix 1

FISCAL YEAR 2025

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United States Department of State

Washington, D.C. 20520

The Department of State and U.S. Agency for International Development (USAID) are advancing the President's vision of a more free, open, secure, and prosperous world that delivers for the American people. The President's FY 2025 Budget Request of $58.8 billion will enable the Department of State and USAID to promote U.S. national interests and lead the world in tackling global challenges.

We are expanding the reach of our diplomacy and foreign assistance in the face of intensifying strategic competition – especially in the Indo-Pacific region. We remain intensely focused on mobilizing our allies and partners to support Ukraine as it defends its people, its territory, and its self-determination against Russia's war of aggression. We're leading diplomatic efforts to bring an end to the conflict in the Middle East as quickly as possible and scale up critically needed humanitarian assistance in the region, even as we support Israel and its right to defend its people. We're spearheading multilateral efforts to address shared global problems – from climate change and food insecurity, to infectious disease threats and epidemics, to the opioid crisis, and forced displacement and migration. Under the Partnership for Global Infrastructure and Investment (PGI), the Administration, along with our G7 partners, is making historic efforts to close the infrastructure gap in lower and middle-income countries and foster inclusive economic growth. And we're building our own strength to secure wins for the American people, now and in the future, by investing in our workforce and modernizing our institutions.

Sustaining our support to Ukraine is essential to ensuring Russia's strategic failure; bolstering Ukraine's ongoing success in defending its people and liberating cities and land; and helping Ukraine's economy recover from Russia's full-scale invasion. The President's request, along with the Administration's October 2023 supplemental request of $16 billion for State and USAID Ukraine response, would provide the necessary security, staffing, infrastructure, and programming to sustain crucial support for Ukraine.

Our economic development assistance to Ukraine focuses on bolstering Ukraine's energy supply, countering corruption, and enhancing economic development and resilience against Kremlin malign influence and overt aggression. Meanwhile, the request would provide the resources needed to continue our lifesaving humanitarian assistance to Ukraine's brave and resilient citizens. The request also supports resuming embassy operations in Libya, where it is vital that we work to counter Russia's malign influence.

The Israel-Hamas conflict and its impacts across the Middle East demand the United States be steadfast in promoting regional security, bolstering our allies and partners, and confronting serious challenges including violent extremism, food and health insecurity, water scarcity, human rights abuses, and democratic backsliding. The President's request maintains our long-standing investments to support key partners in the Middle East and North Africa and their security against growing violence by extremists and Iranian-linked malign actors. It proposes resources to partner with citizens of the region, foster economic growth, deepen democratic institutions and respect for human rights, and provide life-saving aid, including for the Palestinian people.

Expanding our diplomatic presence and increasing our engagement in our own hemisphere, with Pacific Island states, and with likeminded allies and partners in the Indo-Pacific region, remains a top priority for countering the influence of the People's Republic of China (PRC). Our request would catalyze projects for trusted financing partners, continue to build our network of likeminded allies and partners, and empower our partners to push back on coercive PRC activity. The Countering PRC Influence Fund and the PGI Fund enable us to work globally to

block PRC inroads, compete with the PRC, and respond concretely to specific PRC challenges.

Modernizing diplomacy, investing in our people, and building capacity and expertise in critical mission areas are vital to ensuring this Administration's foreign policy delivers for the American people.

The request will strengthen our global workforce by reducing Foreign Service vacancies, initiating the Department's Diplomatic Reserve Corps, supporting USAID's Global Development Partnership Initiative, and reforming locally employed staff compensation. Administrator Power and I are committed to improving the morale, recruitment, and retention of our global workforce, whose expertise is essential to our success in nearly 200 countries.

Our request would expand the State and USAID investment in global cyber and digital development initiatives. These funds would sustain our work to address cross-cutting issues in cyberspace and the global digital ecosystem and to strengthen the security of international communications technology and semiconductor supply chains. Our digital initiatives promote the expansion of open, inclusive, and secure digital ecosystems in partner countries, and help secure U.S. competitiveness and equitable development in the digital age.

Enabling developing economies to reach and maintain broad-based growth requires expanding private sector partnerships and deploying new tools to build economic resilience and inclusive growth. The request will support USAID's Enterprises for Development, Growth, and Empowerment (EDGE) Fund, designed to unlock private sector solutions to development challenges. In addition, the request will strengthen and revitalize economic resilience efforts to support long-term economic activity in partner countries. Funding will also continue to support change agents in Democracy Delivers countries who bravely work to turn the tide against global trends of rising authoritarianism in countries experiencing democratic and economic openings and windows of opportunity.

The Western Hemisphere is at a critical crossroads that has profound implications for the American people. The region is suffering from record levels of forced displacement and irregular migration, and continued democratic backsliding, political instability, corruption, and inequity.

Our request would empower State and USAID to strengthen collaboration to manage migration with our Western Hemisphere partners, including the 20 countries we've organized through the Los Angeles Declaration to adopt a regional approach that prioritizes safe, orderly, humane, and regular migration. Our request would also enable us to fulfill the President's commitment to invest $4 billion over four years to address the Root Causes Strategy.

Synthetic opioids, such as fentanyl, are the primary driver of the tragic increase in drug overdoses amongst Americans – the deadliest drug crisis our country has faced. Our request proposes to increase our work to disrupt the illicit trade in synthetic drugs before they reach our shores and affect our people. We have successfully coordinated United Nations (UN) action to improve international controls over new psychoactive substances and precursor chemicals, including fentanyl analogues and precursors, but there is more we must do. Requested funds will sustain our mobilization of bilateral and multilateral efforts to stop the manufacture and trafficking of synthetic drugs such as fentanyl, identify new substances that pose an ever-evolving threat, and strengthen our global public health response to the rise in synthetic drugs.

America's leadership also rests in our compassion and commitment to manifesting our values. Escalating conflicts, more frequent manmade and natural disasters, and worsening food insecurity have led to unprecedented need for humanitarian assistance across the world. Our request, coupled with the $10 billion requested in the Administration's October 2023 supplemental request, will enable us to aid millions of people who have been impacted or displaced by conflicts like those in Ukraine, Gaza, and Sudan. It will enable us to address the human suffering and displacement that have been compounded by multi-season droughts and climate-induced disasters, worsening malnutrition, and food insecurity worldwide. These funds will be used to assist the more than 330 million people globally who face acute food insecurity.

Our request includes robust support for long-term food security through Feed the Future and by investing $100 million in financing for crop and soil adaptation, to boost climate-resilient agriculture practices and boost yields.

This Administration has committed to lead, in collaboration with international partners, to address shared global challenges and crises. In the past year, we've successfully brought together world leaders, civil society, the private sector, and key regional allies and partners from the Americas to promote inclusive economic growth, humane and orderly migration, and sustainability and resilience for the Western Hemisphere. In the Indo-Pacific, we've promoted U.S. investment that has expanded U.S. exports and economic growth while simultaneously boosting Indo-Pacific economies and development. Our request seeks to meet the President's pledges, to underscore our commitments, maintain our leadership on the global stage, and advance our national interests. The FY 2025 President's Budget Request includes funding to fully support the Administration's priorities and commitments made at the U.S.-Africa Leaders Summit. The Request also fulfills the President's pledge made at the U.S.-hosted Seventh Replenishment of the Global Fund to Fight AIDS, Tuberculosis, and Malaria to match $1 for every $2 contributed by other donors by providing $1.2 billion to the Global Fund, and it advances U.S. leadership by providing sustained funding for the Pandemic Fund to enhance global preparedness against infectious disease threats.

Building and sustaining our partnerships around the world is critical for our national security and national interests. Our request provides for our projected assessed contributions to the UN and other international organizations. Our mission to the UN Educational, Scientific, and Cultural Organization bolsters U.S. leadership on scientific cooperation, freedom of expression, and media independence. Projected assessed contributions for UN peacekeeping activities are consistent with the existing statutory cap on assessed contributions to UN peacekeeping missions.

The Department's request increases support for diplomatic security programs, which are the first line of defense for chief of mission personnel. It advances our information technology modernization through artificial intelligence pilots and cloud services, as well as cybersecurity investments to safeguard sensitive data. Our request includes authorities that will enhance the capacity of our fee-funded consular and border security programs account to support secure global travel. These authorities will also facilitate efforts to fund increased staffing at overseas posts and domestic passport agencies, and further efforts to increase the accessibility and efficiency of consular services, such as through the electronic consular report of birth abroad application and online passport renewal. Finally, we are relying on funds previously provided by Congress to sustain our steadfast commitment to our Afghan allies through a proposed new account for Enduring Welcome.

From the outset of this Administration, the Department and USAID have worked to strengthen U.S. national security and deliver for the American people by revitalizing our alliances and partnerships in every part of the world, by forging new coalitions, and by galvanizing global responses to shared challenges. Our FY 2025 request is essential to sustain this work and realize the President's vision of a more free, open, secure, and prosperous world in which all Americans, and people everywhere, can reach their full potential. Thank you for your consideration of this request.

Sincerely,

Antony J. Blinken

BUDGET SUMMARY

Budget Summary
Budget Summary by Joint Strategic Plan Goals and Objectives

BUDGET SUMMARY

Overview

The Secretary of State's FY 2025 Budget Request for Diplomatic Engagement (DE) revitalizes the workforce to succeed in critical mission areas, securely expands the Department's infrastructure and overseas presence, sustains our multilateral commitments, serves U.S. Citizens around the world, and maintains the United States' commitment to its Afghan partners.

To achieve these goals, the FY 2025 Request for DE includes $16 billion in discretionary appropriations, $5.1 billion in projected fee revenue, and $60 million in mandatory appropriations for the Foreign Service Retirement and Disability Fund (FSRDF). The Department also proposes the continued allocation of $16.3 million from the Creating Helpful Incentives to Produce Semiconductors (CHIPS) for America International Technology Security and Innovation Fund for DE activities for FY 2025.

Diplomatic Staffing, Operations, and Programs: $6.2 billion

The FY 2025 Request for Diplomatic Programs (DP) Ongoing Operations is $6.2 billion, a net increase of $279.8 million (6 percent) above FY 2023 Actual, and $456.2 million (8 percent) above FY 2023 Adjusted Enacted. The Request includes $5.5 billion for Program Operations and $714.2 million for Public Diplomacy.

This funding will support Department efforts to reduce Foreign Service vacancy rates, sustain employee wellness services, address wage increases for LE staff, and provide for a proposed two percent American Pay raise in calendar year 2025. The overall DE Request includes funding to support expanding State's workforce by over 400 FS and CS personnel, with FS hiring of 200 positions above projected attrition to fill existing gaps and establishing 52 new FS and 150 new CS positions. Regional bureau resources will facilitate the expansion of the Department's global reach, solidify the Indo-Pacific strategy by supporting recently established embassies in the Pacific Islands, support a potential resumption of embassy operations in Libya, and facilitate increased diplomatic engagement in the Eastern Caribbean. To better position the Department for future events that require immediate staffing, the Request funds a new State Diplomatic Reserve Corps, leveraging internal and external expertise on a wide range of potential issues.

Information Technology (IT): $3 billion

The FY 2025 Request includes $2.9 billion for the Department's IT portfolio, including $401.8 million for the IT Central Fund (ITCF). These resources will be utilized to enhance global IT capabilities for the Department's workforce; invest in technology services, artificial intelligence, and data analytics; and mitigate cybersecurity risks.

This Request continues cybersecurity enhancements required under by Executive Order and OMB guidance. The FY 2025 Request provides $694 million overall for Department cybersecurity programs, including $76.9 million in ITCF Cybersecurity investments. The Department's IT portfolio prioritizes IT modernization and cybersecurity investments, such as the deployment of Zero Trust Architecture enhancements, the provision of secure end-user devices, and collaboration with national security agency partners. The WSP request includes targeted security investments (+$23 million) in the Department's TS-level IT infrastructure.

BUDGET SUMMARY

Diplomatic and Embassy Security: $5.8 billion

The FY 2025 Request protects U.S. government personnel, facilities, and information both domestically and abroad. The $3.93 billion request for Worldwide Security Protection (WSP) within Diplomatic Programs continues support for overseas security operations and personnel, countering emerging threats to the Department's employees, their families, and others serving under Chief of Mission authority. The Request supports security operations at the Department's new Pacific Island Posts; increases to global guard force operations; the continued protection of certain former senior officials; and the potential resumption of embassy operations in Libya.

The $1.9 billion Request for Embassy Security Construction and Maintenance will provide for secure, safe, and functional diplomatic and consular missions overseas. Combined with other agency contributions, the Request supports $2.2 billion for the construction and maintenance of secure embassies, including for various lease fit outs at new posts in the Pacific Islands. The FY 2025 Request will deliver safe and secure housing for the global workforce and enhance programs for Energy Savings and Climate Security and Resilience.

Multilateral Engagement: $3 billion

As the United States' competitors seek to expand their influence, paying the country's treaty-based assessments to international organizations on time and in full will advance U.S. leadership around the world. Reflecting the Administration's commitment to reassert U.S. leadership in United Nations (UN) peacekeeping missions, the FY 2025 Request includes $1.2 billion for these actions, funding assessments at the rate of 25 percent.

The FY 2025 Request level for Contributions to International Organizations is nearly $1.7 billion, funding U.S. assessments to organizations such as the UN, the North Atlantic Treaty Organization (NATO), the World Health Organization, and UN Educational, Scientific, and Cultural Organization (UNESCO). The Request also includes $25.0 million for a partial payment of UNESCO arrears.

The Diplomatic Programs request includes $63.0 million to prepare for the U.S.-hosted Group of 20 (G-20) Summit in 2026.

Consular and Border Security Programs (CBSP): $5.1 billion in new revenue and $5.07 billion in anticipated spending

CBSP provides protection for the lives and security interests of U.S. citizens and contributes to the security of the nation's borders. It is a core element in the coordinated national efforts to deny individuals who threaten the country entry into the United States while facilitating the admittance of legitimate travelers.

The FY 2025 Request for the CBSP account projects $5.1 billion in new collections and $5.07 billion in anticipated spending. The Request will support programs which restore and expand consular operations capacity to reduce wait times; continue modernization efforts; and improves customer service for visa, passport, and U.S. citizen services.

In FY 2025 State anticipates collecting $491 million in Passport Application and Execution Fees (PAEF), to be credited as offsetting receipts. The Department requests the authority to spend the full amount of these fees under the rationale that the collections should be available to cover U.S. citizen services and passport services, as well as serve to provide critical resilience to fluctuations in demand and temporary revenue authorities. To offset this increased spending authority, the Budget proposes the cancellation of other CBSP prior-year balances.

BUDGET SUMMARY

Enduring Welcome (EW): New authority

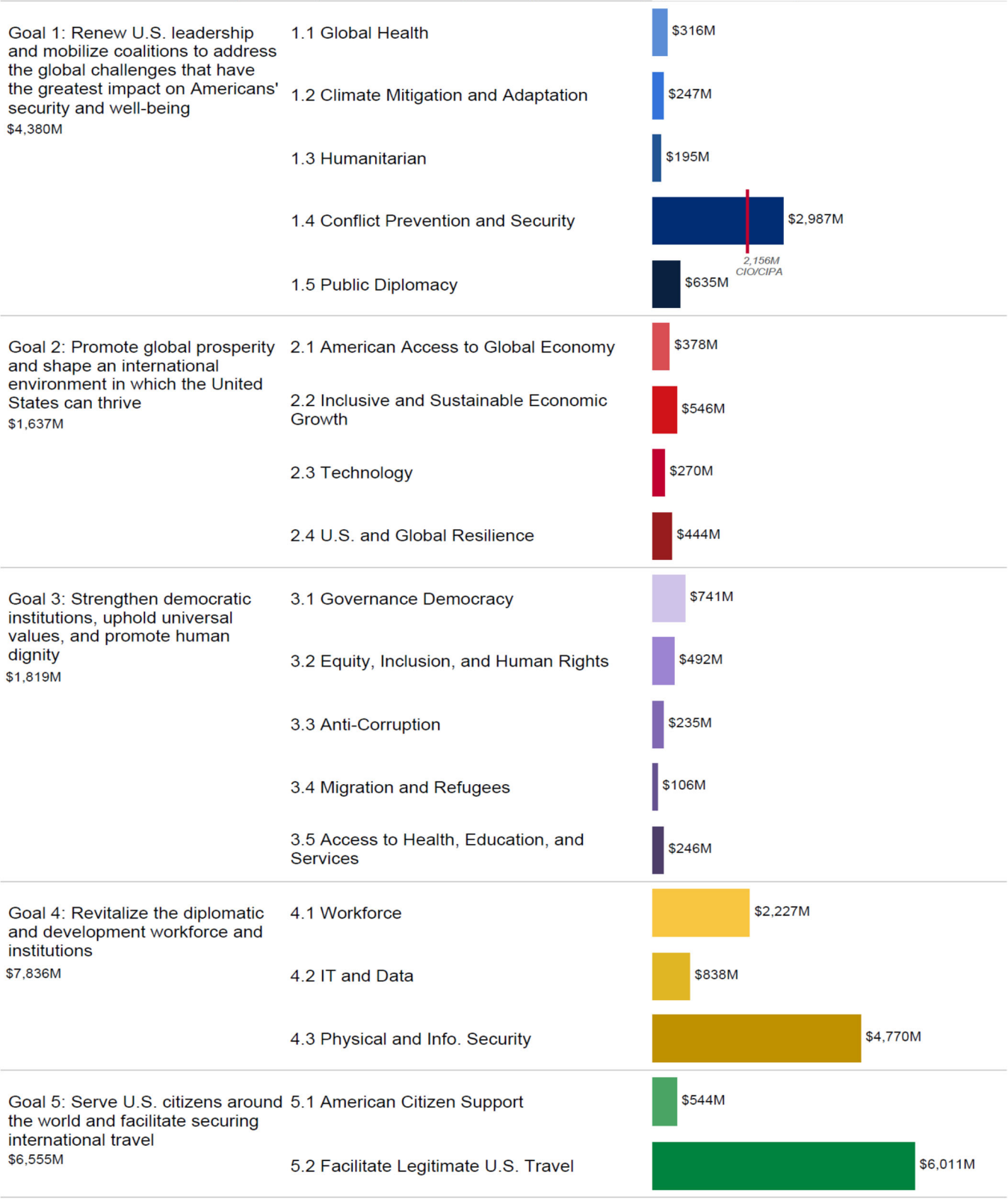
EW is the whole-of-Government effort to expeditiously process the applications of the United States' Afghan partners and welcome them to the country, while simultaneously safeguarding national security. The FY 2025 Request continues to seek the establishment of an EW account, as was included in the FY 2024 Request. The EW account will serve as a consolidated, flexible funding source for State-led efforts on this issue.

While not seeking additional appropriated funding for these purposes, the Department's FY 2025 Request seeks the authority to establish a new account in which remaining balances from previous Operation Allies Welcome supplemental appropriations and related transfers would be consolidated. The foundation of the proposed new account includes authorities that will enable the Department to integrate EW operational efforts, as well as serving to streamline the prioritization, tracking, oversight, and management of resources.

BUDGET SUMMARY BY JOINT STRATEGIC PLAN GOALS AND OBJECTIVES

FY 2025 Budget Summary by Joint Strategic Plan (JSP) Goals and Objectives

Alignment by Bureau Activity for Diplomatic Engagement Funding



RESOURCE SUMMARY

State Department Management Priorities and Modernization Agenda
Summary Of Appropriations
U.S. Direct Hire Positions
Ten-Year Appropriations History
Public Diplomacy Resources
Department Of State Fee Collections
Legislative Language

DEPARTMENT OF STATE MANAGEMENT PRIORITIES AND MODERNIZATION AGENDA

The Department of State's FY 2025 Budget Request advances the President's Management Agenda (PMA) and the Secretary's Modernization Agenda, enabling State's workforce to meet the challenges of today and tomorrow with an institution that is stronger and more effective in leading the United States' engagement in the world.

The Department's management priorities will modernize the Department by building the structures and fostering the expertise needed to tackle 21st century mission sets; recruiting, training, and retaining an empowered national security workforce; and fostering innovation through technology and effective risk management. These priorities complement State's advancement of cross-agency management goals, such as enhanced cybersecurity and improving the customer experience for the American public and internal stakeholders.

Critical National Security Missions

Under the Secretary's Modernization Agenda, the State Department is organizing and equipping its workforce with the skills and abilities essential for the development and execution of U.S. foreign policy in priority areas that include: countering the People's Republic of China (PRC); addressing climate change and the energy transition; advancing global health security; providing leadership on cyberspace issues and emerging technologies; implementing economic statecraft; and undertaking multilateral diplomacy.

As a critical part of these efforts, the Department is expanding its presence in international organizations and has established a Global Health Security and Diplomacy Bureau (GHSD). GHSD will promote international cooperation to: better protect the U.S. citizenry from global health threats; enhance collaboration across national, regional, and multilateral systems; and promote shared policies across sectors. Without U.S. leadership in multilateral engagement on these issues, malign actors will quickly fill the gap.

The FY 2025 Request will enable the Department to:

- protect investments that expand literacy in critical topics (e.g. cyber and emerging technologies, climate and clean energy transition, multilateral diplomacy, economic statecraft, and global health);
- increase staffing for bureaus that work on mission critical issues, such as the Bureau of Cyberspace and Digital Policy (CDP), GHSD, and the Office of the Chief Economist;
- expand implementation of the CHIPS and Science Act of 2022, which enables the Department's mission critical work; and
- pilot the State Diplomatic Reserve Corps to agilely respond to emerging crises.

The Request will also build on the Department's accomplishments, which include:

- empowering the China House to coordinate the implementation of China policy across the Department;
- completing a critical skills gap analysis;
- launching new courses in cyber diplomacy, climate, and China, as well as a new core skills tradecraft course for mid-level employees; and
- opening new posts in the Solomon Islands, Tonga, and Seychelles, enhancing the United States' presence and influence in critical areas of the world, with a focus on future potential post openings in Kiribati, Libya, and the Eastern Caribbean.

DEPARTMENT OF STATE MANAGEMENT PRIORITIES AND MODERNIZATION AGENDA

Workforce

Consistent with the President's Management Agenda and in alignment with Executive Order 14035 ("*Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*"), the FY 2025 Request includes resources that will continue to build a workforce with the capacity to expand effective recruitment and hiring, address mission needs, and close mission-critical skill gaps.

The Department will invest in targeted recruitment and modern assessment tools that support efforts to attract talent from all segments of society. FY 2025 funding will also support reforms that improve: staff retention; career development; performance management; work-life flexibility; and Foreign Service family member employment.

Complementing these improvements, the Request prioritizes actions that support Department's existing staff, including through pay raises, health and wellness services, and targeted initiatives to address their evolving needs and concerns. State understands and appreciates the pivotal role that locally employed (LE) staff play in posts' day to day operations, the Department's relationships with local contacts, program implementation, continuity of initiatives, and the advancement of U.S. foreign policy. Inflation, along with Russia's invasion of Ukraine, has negatively impacted many host nation economies, significantly eroding the value of LE staff salaries over the last few years. The Request's funding will enable the Department to retain these essential personnel by providing competitive compensation.

With the FY 2025 Request, the Department will invest in modernization initiatives to:

- expand Foreign Service (FS) hiring above projected attrition rates, reducing long-standing FS vacancies that hamper the effectiveness of our missions overseas;
- bolster the Training and Development Float with additional positions, including more Civil Service (CS) opportunities;
- establish new leadership courses that develop staff early in their employment and enable continuous growth throughout their careers;
- integrate modernized recruitment methods which mirror industry best practices;
- align with the Administration's commitment to strengthening Diversity, Equity, Inclusion, and Accessibility (DEIA) programs;
- expand accommodations for employees with disabilities and special needs; and
- sustain the expanded childcare subsidy program.

The modernization initiatives will enable the Department to build on recent accomplishments, including:

- transitioning to a mission-first hybrid work environment while maintaining greater in-person presence rates;
- establishing the Department's first-ever Learning Policy to inaugurate a culture of career-long learning across the workforce;
- expanding State's pipeline of talent by establishing paid internships;
- increasing recruitment of, and support for, persons with disabilities, including in the Foreign Service. Changes in the Department's FS worldwide availability policy have opened additional possibilities at overseas posts; and
- establishing interactive data dashboards to share demographic data with the workforce and management teams.

DEPARTMENT OF STATE MANAGEMENT PRIORITIES AND MODERNIZATION AGENDA

Innovation and Risk

To advance the United States' strategic goals across the world, the Department must be positioned to: manage today's cyber threats; be proactive in preventing future threats; strengthen data fluency; enhance collaboration; and elevate the use of secure, accessible, and integrated data in decision making.

Data-Informed Diplomacy

Recognizing that access to accurate and up-to-date information is a critical instrument of diplomacy, the Department promotes its global workforce's relevant skills and provides the tools needed to derive actionable mission insights from data; this is done while ensuring data assets are securely shared and effectively managed.

FY 2025 investments in data analytics, integration, and accessibility will facilitate the execution of the Secretary's Modernization Agenda, thereby allowing the Department to: integrate data into policy and decision making; increase cross-bureau and interagency data collaboration; enable a hybrid and global workforce; support crisis response and strategic competition; and improve access to federal data through the Department's Data.State platform. Investments supported with FY 2025 funding will provide enhancements that generate efficiency, secure the Department's cyber posture, and institute a culture of evidence-informed policymaking.

The Department has made positive progress in enlarging its data analytics capabilities and driving a culture of data-informed decision making. Recent accomplishments include the Department's first Enterprise AI Strategy and continued pilot projects aimed at transformative innovation, informed by thoughtful risk awareness. The Department: expanded its hiring of data scientists; piloted the Tech for Life program, which allows employees to keep their devices when transferring assignments; and launched ORION, a united technology platform that allows the Operations Center to facilitate information sharing, better enabling proactive risk assessment and improving crisis response.

The FY 2025 Request will build on the Department's existing data capabilities by:

- expanding the secure use of Artificial Intelligence and Robotic Process Automation;
- modernizing the Department's crisis management structures;
- improving data management and the distribution of information; and
- expanding data analytics capabilities to enable data-informed diplomacy.

IT Modernization and Cybersecurity

The FY 2025 Request prioritizes IT modernization and cybersecurity, dedicating $2.9 billion to the issue (*please see the Department IT Crosscut chapter*); this value includes $694 million for cybersecurity (*please see the Cybersecurity Crosscut chapter*).

The FY 2025 Request includes increases to provide:

- streamlined and secure Cloud Services;
- enterprise-wide software licensing and maintenance;
- Special Incentive Pay to recruit and retain qualified and talented IT professionals;
- funding for the Enterprise Server Operations Center; and
- support to strengthen the Cybersecurity Integrity Center.

Cybersecurity efforts prioritize the implementation of Zero Trust Architecture and investments in securing High Value Assets.

By streamlining and redesigning the IT funding and support models used for deploying and refreshing laptops, smartphones and other computing tools, the Department will be able to: efficiently transition to emerging technologies; make planning and execution decisions on IT in a more agile manner; deploy new tools; refresh hardware and software remotely with secure, current generation products; and equitably distribute technology costs across operating units. Building on an initial pilot program, the Department is also planning to deploy secure communications that can safely handle classified information.

Innovation and Customer Experience

In support of Executive Order 14058, the Department is undertaking multiple ongoing customer service efforts and programs. With $84.8 million in the FY 2025 Request, the Department will strengthen and expand these initiatives to deliver equitable and effective federal services for all Americans by improving the customer experience and delivering services powered by 21st century technology.

Safe and secure international travel facilitated by passport and visa services for U.S. citizens and foreign nationals is one of the Department's highest priorities. The Office of Management and Budget (OMB) has designated State as a High Impact Service Provider (HISP) due to the Department's large customer base and the impact that the passport application and issuance process has on U.S. citizens and nationals.

The Department is committed to improving service delivery and transforming the customer experience by applying human-centered design research and modernizing how customers engage with the federal government when seeking passport services. State's initiatives are supported by the new customer experience (CX) program office in the Bureau of Consular Affairs (CA), which provides capacity for customer research, the measurement of Department services, and human-centered service design for improvements. The Consular and Border Security Programs (CBSP) portion of the FY 2025 Request includes $9 million for Consular Affair's CX program to advance this effort.

To support Passport Services and Overseas Citizen Services, the Department will continue: Online Passport Renewal (OPR); the development of the ability to submit the DS-11 application online; and Secure Live Photo (SLP). State will also improve the customer experience with better customer support and modernization of the Smart Traveler Enrollment Program (STEP). Additional details on these initiatives are provided below.

Online Passport Renewal (OPR)

The Request supports Department plans to improve on and expand online passport renewal (OPR) capability to the public. To help improve the customer experience for overseas travelers, OPR will provide applicants renewing their passport with the online capability to: determine eligibility; make inquiries; upload required documents; schedule appointments; make payments; correspond with Department staff; and check the status of applications. Continuous feedback from customers via user-impact surveys will be critical to monitoring and enhancing user impact and accessibility. To support this effort, the Request includes $129 million for Passport Services and $13.6 million for the Office of Consular Systems and Technology (CST).

Contact Center Support

The Department is working to improve the customer experience for those looking to apply for a passport by resuming call support for those that prefer to speak with a customer service representative. The Department is implementing a hybrid approach (telephone and website) to enhance customer choice. By doing so, the

Department can provide a more efficient personalized service that recognizes the customer's preferred mode of engagement, while simultaneously creating operational efficiencies; these efficiencies then free up resources to handle those situations where the presence of a customer service representative adds the greatest value. The FY 2025 Request includes $125.0 million for Passport Services in support of this effort.

Smart Traveler Enrollment Program (STEP), formerly referred to as Traveler Information and Enrollment

The Department is moving the legacy STEP to a cloud platform and improving its design. STEP enables travelers to register voluntarily to receive information about their international destinations. With the redesign, users will be able to register and manage their travel plans and subscriptions with the Department, allowing for more tailored communication as they plan for and undertake travel abroad, especially in the event a crisis arises. The FY 2025 Request dedicates $2.3 million to this effort.

Visa Services

To improve Visa Services, the Department is prioritizing foil-less visas and the Digital Visa Authorization (DVA) mobile device portal projects, which serve as examples of the progress being achieved in pursuit of the Presidential Management Agenda's (PMA) modernization goal. These efforts make data sharing more efficient with partner agencies and improve visa applicants' experience through faster service and the elimination of courier pass-back. DVA also improves national security by eliminating physical foils, reducing the possibility of counterfeiting or alteration, and requiring airlines to verify travelers in real time against a U.S. government system. The CBSP portion of the FY 2025 Request includes $2.8 million for CA/CST in support of this effort.

SUMMARY OF APPROPRIATIONS

Summary of Appropriations

($ in thousands)

($ in Thousands)	FY 2023 Estimate	FY 2024 Estimate [1]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Administration of Foreign Affairs	**12,357,717**	**12,367,807**	**12,563,692**	**205,975**
State Programs	**9,448,123**	**9,458,213**	**9,832,273**	**384,150**
Diplomatic Programs	**9,550,213**	**9,550,213**	**10,121,425**	**571,212**
Ongoing Operations [2]	5,736,506	5,736,506	6,192,713	456,207
Ukraine Supplemental Appropriations (non-add) [3]	*50,000*	-	-	*-50,000*
Worldwide Security Protection	3,813,707	3,813,707	3,928,712	115,005
Capital Investment Fund	**389,000**	**389,000**	**401,848**	**12,848**
Ukraine Supplemental Appropriations (non-add)	*10,000*	-	-	*-10,000*
Consular and Border Security Programs	**-491,090**	**-481,000**	**-691,000**	**-199,910**
of which, Passport Application and Execution Fee (PAEF) Revenue	*-491,090*	*-481,000*	*-491,000*	*90*
of which, Passport Application and Execution Fee (PAEF) Spending Authority	-	-	*491,000*	*491,000*
of which, Rescission of Unobligated Balances	-	-	*-691,000*	*-691,000*
Embassy Security, Construction, and Maintenance	**1,915,821**	**1,915,821**	**1,732,073**	**-183,748**
Ongoing Operations	902,615	902,615	945,210	42,595
Worldwide Security Upgrades	1,055,206	1,055,206	961,863	-93,343
ESCM Prior Year Rescissions/Transfers	-42,000	-42,000	-175,000	-133,000
Other Administration of Foreign Affairs	**993,773**	**993,773**	**999,346**	**5,573**
Office of Inspector General	133,700	133,700	134,638	938
Ukraine Supplemental Appropriations (non-add) [4]	*5,500*	-	-	*-5,500*
Educational and Cultural Exchange Programs	777,500	777,500	777,500	-
Representation Expenses	7,415	7,415	7,415	-
Protection of Foreign Missions and Officials	30,890	30,890	30,890	-
Emergencies in the Diplomatic and Consular Service [5]	8,885	8,885	8,885	-
Repatriation Loans Program Account	1,300	1,300	1,800	500
Payment to the American Institute in Taiwan	34,083	34,083	38,218	4,135

SUMMARY OF APPROPRIATIONS

($ in Thousands)	FY 2023 Estimate	FY 2024 Estimate [1]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
International Organizations	**2,819,915**	**2,819,915**	**2,910,830**	**90,915**
Contributions to International Organizations	1,438,000	1,438,000	1,676,686	238,686
Contributions for International Peacekeeping Activities	1,481,915	1,481,915	1,234,144	-247,771
Contributions for International Peacekeeping Activities Rescission	-100,000	-100,000	-	100,000
International Commissions (Function 300)	**192,888**	**192,888**	**216,898**	**24,010**
International Boundary and Water Commission - S&E	57,935	57,935	69,300	11,365
International Boundary and Water Commission – Construction [6]	53,030	53,030	78,000	24,970
American Sections	16,204	16,204	14,332	-1,872
International Joint Commission	10,881	10,881	11,900	1,019
International Boundary Commission	2,323	2,323	2,432	109
North American Development Bank	3,000	3,000	-	-3,000
International Fisheries Commissions	65,719	65,719	55,266	-10,453
Related Programs	**359,000**	**359,000**	**344,255**	**-14,745**
The Asia Foundation	22,000	22,000	22,000	-
National Endowment for Democracy	315,000	315,000	300,000	-15,000
East-West Center	22,000	22,000	22,255	255
Special and Trust Funds	**1,186**	**1,186**	**1,285**	**99**
Center for Middle Eastern-Western Dialogue	177	177	195	18
Eisenhower Exchange Fellowship Program	175	175	185	10
Israeli Arab Scholarship Program	91	91	160	69
International Chancery Center	743	743	745	2
Foreign Service Retirement and Disability Fund (non-add)	*158,900*	*158,900*	*60,000*	*-98,900*
TOTAL, Department of State Appropriations	**15,730,706**	**15,740,796**	**16,036,960**	**306,254**
TOTAL, Ukraine Supplemental Appropriations (P.L. 117-328) (non-add)	**65,500**	**-**	**-**	**-65,500**

[1] In addition to the FY 2024 Estimate, the Administration's National Security Supplemental Request requested $260 million for Diplomatic Programs, $50 million for Emergencies in the Diplomatic & Consular Services, and $5 million for the Office of Inspector General.

[2] Of the $147.1 million appropriated to Diplomatic Programs under the Additional Ukraine Supplemental Appropriations Act, 2022 (P.L. 117-328), $87.1 million is incorporated as part of the enduring base.

[3] *Of the amounts appropriated to Diplomatic Programs under P.L. 117-328, $10 million was transferred to the Capital Investment Fund.*
[4] *P.L. 117-328 appropriated $5.5 million to the Office of the Inspector General.*
[5] *FY 2023 Estimate includes a $1 million transfer out to the Repatriation Loan Program Account.*
[6] *In addition to the FY 2024 Estimate, $310 million in International Boundary and Water Commission funding was requested in the Administration's domestic supplemental request.*

U.S. DIRECT HIRE FUNDED POSITIONS

Department of State
U.S. Direct Hire Funded Positions: Employment Ceiling for Fund Sources

Accounts/Bureaus	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs FY 2023 Actual (Value)	FY 2025 Request vs FY 2023 Actual (Percent)
	CS	FS	Total	CS	FS	Total	CS	FS	Total		
DIPLOMATIC ENGAGEMENT:											
Diplomatic Programs:											
Ongoing Operations:	7,282	8,969	16,251	7,282	8,969	16,251	7,215	9,012	16,227	(24)	(0.3%)
Program Operations	6,955	8,110	15,065	6,955	8,110	15,065	6,887	8,153	15,040	(25)	(0.4%)
Public Diplomacy	327	859	1,186	327	859	1,186	328	859	1,187	1	0.3%
Worldwide Security Protection	1,194	2,642	3,836	1,194	2,642	3,836	972	2,642	3,614	(222)	(18.6%)
Subtotal	**8,476**	**11,611**	**20,087**	**8,476**	**11,611**	**20,087**	**8,187**	**11,654**	**19,841**	**(246)**	**(2.9%)**
Consular & Border Security Programs	3,156	2,139	5,295	3,153	2,139	5,292	3,458	2,151	5,609	314	9.9%
Other State Programs:											
Embassy Security, Construction, and Maintenance	582	440	1,022	582	440	1,022	593	440	1,033	11	1.9%
Subtotal	**582**	**440**	**1,022**	**582**	**440**	**1,022**	**593**	**440**	**1,033**	**11**	**1.9%**
Other Administration of Foreign Affairs:											
Office of the Inspector General	292	48	340	292	48	340	311	51	362	22	7.5%
Educational and Cultural Exchange Programs	467	128	595	467	128	595	468	128	596	1	0.2%
Subtotal	**759**	**176**	**935**	**759**	**176**	**935**	**779**	**179**	**958**	**23**	**3.0%**
International Commissions:											
International Boundary and Water Commission - S&E	263	-	263	263	-	263	263	-	263	-	0.0%

U.S. DIRECT HIRE FUNDED POSITIONS

Accounts/Bureaus	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs FY 2023 Actual (Value)	FY 2025 Request vs FY 2023 Actual (Percent)
	CS	FS	Total	CS	FS	Total	CS	FS	Total		
American Sections	29	-	29	29	-	29	29	-	29	-	0.0%
Subtotal	**292**	**-**	**292**	**292**	**-**	**292**	**292**	**-**	**292**	**-**	**0.0%**
Working Capital Fund	671	41	712	671	41	712	765	41	806	94	14.0%
Total Diplomatic Engagement	**13,936**	**14,407**	**28,343**	**13,933**	**14,407**	**28,340**	**14,074**	**14,465**	**28,539**	**196**	**1.4%**
FOREIGN ASSISTANCE:											
Global Health Programs	107	42	149	107	42	149	107	42	149	-	0.0%
International Narcotics and Law Enforcement	399	166	565	399	166	565	405	166	571	6	1.5%
Migration and Refugee Assistance	209	118	327	209	118	327	209	118	327	-	0.0%
Total Foreign Assistance	**715**	**326**	**1,041**	**715**	**326**	**1,041**	**721**	**326**	**1,047**	**6**	**0.8%**
TOTAL DEPARTMENT OF STATE FUNDED POSITIONS	**14,651**	**14,733**	**29,384**	**14,648**	**14,733**	**29,381**	**14,795**	**14,791**	**29,586**	**202**	**1.4%**

DEPARTMENT OF STATE APPROPRIATIONS – TEN YEAR HISTORY

Department of State Enduring Appropriations
Ten Year History

($ in thousands)

Enduring and Ongoing Contingency Operations (OCO) Appropriations	FY 2016 Actual [1]	FY 2017 Actual [1]	FY 2018 Actual [1]	FY 2019 Actual [1]	FY 2020 Actual [1]	FY 2021 Actual [1]	FY 2022 Actual [1]	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request
Administration of Foreign Affairs										
State Programs										
Diplomatic Programs - Ongoing Operations	4,295,157	4,325,778	4,463,371	4,558,198	5,410,968	5,215,665	5,503,940	5,912,906	5,736,506	6,192,713
Ongoing Operations - OCO	595,176	720,387	599,849	599,849	-	-	-	-	-	-
Ongoing Operations - Additional Appropriations (non-add) [2,6,8]	-	-	-	-	-	*204,000*	*346,730*	*50,000*	-	-
Subtotal, Ongoing Operations	***4,890,333***	***5,046,165***	***5,063,220***	***5,158,047***	***5,410,968***	***5,215,665***	***5,503,940***	***5,912,906***	***5,736,506***	***6,192,713***
Worldwide Security Protection (WSP)	1,428,468	1,899,479	1,380,752	1,469,777	1,469,777	1,677,477	3,788,199	3,813,707	3,813,707	3,928,712
Worldwide Security Protection - OCO	1,966,632	2,742,399	2,376,122	2,626,122	2,626,122	2,226,122	-	-	-	-
Worldwide Security Protection Rescission of Prior Year Balances	-	-	-	(301,200)	(250,000)	(360,123)	-	-	-	-
Subtotal, WSP	***3,395,100***	***4,641,878***	***3,756,874***	***3,794,699***	***3,845,899***	***3,543,476***	***3,788,199***	***3,813,707***	***3,813,707***	***3,928,712***
Subtotal, Diplomatic Programs	***8,285,433***	***9,688,043***	***8,820,094***	***8,952,746***	***9,256,867***	***8,759,141***	***9,292,139***	***9,726,613***	***9,550,213***	***10,121,425***
Consular Border Security Programs (CBSP)	-	-	-	-	273,077	-	-	(491,090)	(481,000)	(691,000)
CBSP - Additional Appropriations (non-add)	-	-	-	-	-	*300,000*	-	-	-	-
of which, Passport application and Execution Fee (PAEF) Revenue	-	-	-	-	-	-	*(427,314)*	*(491,090)*	*(481,000)*	*(491,000)*
of which, Passport appl and Execution Fee (PAEF) Spending Authority	-	-	-	-	-	-	*427,314*	-	-	*491,000*

DEPARTMENT OF STATE APPROPRIATIONS – TEN YEAR HISTORY

Enduring and Ongoing Contingency Operations (OCO) Appropriations	FY 2016 Actual [1]	FY 2017 Actual [1]	FY 2018 Actual [1]	FY 2019 Actual [1]	FY 2020 Actual [1]	FY 2021 Actual [1]	FY 2022 Actual [1]	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request
of which, Rescission of Unobligated Balances	-	-	-	-	-	-	-	-	-	*(691,000)*
Capital Investment Fund	66,400	12,600	103,400	92,770	139,500	250,000	300,000	389,000	389,000	401,848
Additional Appropriations – Information Technology Central Fund (ITCF) (non-add) [3]	-	-	-	-	-	-	*34,170*	*10,000*	-	-
Subtotal, State Programs	***8,351,833***	***9,700,643***	***8,923,494***	***9,045,516***	***9,669,444***	***9,009,141***	***9,592,139***	***9,634,523***	***9,458,213***	***9,832,273***
Sudan Claims Resolution - Additional Appropriations (non-add)	-	-	-	-	-	*150,000*	-	-	-	-
Embassy Security, Construction & Maintenance (ESCM)										
Ongoing Operations	785,534	752,935	765,459	777,200	769,800	769,055	850,722	902,615	902,615	945,210
Ongoing Operations - OCO	134,800	36,711	-	-	-	-	-	-	-	-
Subtotal, ESCM Ongoing Ops	***920,334***	***789,646***	***765,459***	***777,200***	***769,800***	***769,055***	***850,722***	***902,615***	***902,615***	***945,210***
Worldwide Security Upgrades (WSU)	688,799	364,924	1,477,237	1,198,249	781,562	357,107	1,132,427	1,055,206	1,055,206	961,863
Worldwide Security Upgrades - OCO	613,051	1,856,500	71,778	-	424,087	824,287	-	-	-	-
Worldwide Security Upgrades - *Additional Appropriations (non-add)*	-	-	-	-	-	-	*110,000*	-	-	-
Worldwide Security Upgrades - Rescission of PY Unobligated Balances)	-	-	-	-	(242,462)	-	(670,000)	(42,000)	(42,000)	(175,000)
Subtotal, ESCM WSU	***1,301,850***	***2,221,424***	***1,549,015***	***1,198,249***	***963,187***	***1,181,394***	***462,427***	***1,013,206***	***1,013,206***	***786,863***
Subtotal, Embassy Security, Construction & Maintenance	2,222,184	3,011,070	2,314,474	1,975,449	1,732,987	1,950,449	1,313,149	1,915,821	1,915,821	1,732,073
Conflict Stabilization Operations (CSO)	-	-	-	-	-	-	-	-	-	-
Conflict Stabilization Operations - OCO	-	-	-	-	-	-	-	-	-	-

DEPARTMENT OF STATE APPROPRIATIONS – TEN YEAR HISTORY

Enduring and Ongoing Contingency Operations (OCO) Appropriations	FY 2016 Actual [1]	FY 2017 Actual [1]	FY 2018 Actual [1]	FY 2019 Actual [1]	FY 2020 Actual [1]	FY 2021 Actual [1]	FY 2022 Actual [1]	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request
Subtotal, CSO	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Office of Inspector General	72,700	87,069	77,629	90,829	90,829	90,829	131,458	133,700	133,700	134,638
Additional Appropriations - OIG (non-add) [4]	-	-	-	-	-	-	*8,000*	*5,500*	-	-
Office of Inspector General - OCO	66,600	57,400	68,100	54,900	54,900	54,900	-	-	-	-
Subtotal, OIG	***139,300***	***144,469***	***145,729***	***145,729***	***145,729***	***145,729***	***131,458***	***139,200***	***133,700***	***134,638***
Educational & Cultural Exchange Programs (ECEP)	599,211	634,143	646,143	700,946	735,700	740,300	753,750	777,500	777,500	777,500
Additional Appropriations - ECEP (non-add)	-	-	-		-	-	*9,400*	-	-	-
Educational & Cultural Exchange Programs - OCO	-	-	-	-	-	-	-	-	-	-
Subtotal, ECA	***599,211***	***634,143***	***646,143***	***700,946***	***735,700***	***740,300***	***753,750***	***777,500***	***777,500***	***777,500***
Representation Expenses	8,030	8,030	8,030	8,030	6,852	7,415	7,415	7,415	7,415	7,415
Protection of Foreign Missions & Officials	30,036	30,344	30,890	30,890	30,890	30,890	30,890	30,890	30,890	30,890
Emergencies in the Diplomatic & Consular Service (EDCS)	11,900	7,900	7,885	7,885	267,885	157,885	7,385	7,885	8,885	8,885
Additional Appropriations - EDCS (non-add) [5, 8]	-	-	-	-	-	-	*317,900*	-	-	-
Repatriation Loans Program Account	2,300	1,300	1,300	1,300	1,300	2,500	1,800	2,300	1,300	1,800
Payment to the American Institute in Taiwan	30,000	31,963	31,963	31,963	31,963	31,963	32,583	34,083	34,083	38,218
Foreign Service Retirement & Disability Fund (Mandatory, non-add)	*158,900*	*158,900*	*158,900*	*158,900*	*158,900*	*158,900*	*158,900*	*158,900*	*158,900*	*60,000*
Subtotal, Administration of Foreign Affairs	**11,394,794**	**13,569,862**	**12,109,908**	**11,947,708**	**12,622,750**	**12,076,272**	**11,870,569**	**12,549,617**	**12,367,807**	**12,563,692**
International Organizations										
Contributions to International Organizations (CIO)	1,344,458	1,262,966	1,371,168	1,264,030	1,377,566	1,409,688	1,662,928	1,438,000	1,438,000	1,676,686

DEPARTMENT OF STATE APPROPRIATIONS – TEN YEAR HISTORY

Enduring and Ongoing Contingency Operations (OCO) Appropriations	FY 2016 Actual [1]	FY 2017 Actual [1]	FY 2018 Actual [1]	FY 2019 Actual [1]	FY 2020 Actual [1]	FY 2021 Actual [1]	FY 2022 Actual [1]	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request
Contributions to International Organizations - OCO	101,728	96,240	96,240	96,240	96,240	96,240	-	-	-	-
Subtotal, CIO	***1,446,186***	***1,359,206***	***1,467,408***	***1,360,270***	***1,473,806***	***1,505,928***	***1,662,928***	***1,438,000***	***1,438,000***	***1,676,686***
Contributions for International Peacekeeping Activities (CIPA)	666,474	552,804	414,524	562,244	537,627	750,220	1,498,514	1,481,915	1,481,915	1,234,144
Contributions for International Peacekeeping Activities - OCO	1,794,088	1,354,660	967,456	988,656	988,656	705,994	-	-	-	-
Contributions for International Peacekeeping Activities - Rescissions	--	--	--	--	--	--	--	(100,000)	(100,000)	--
Subtotal, CIPA	***2,460,562***	***1,907,464***	***1,381,980***	***1,550,900***	***1,526,283***	***1,456,214***	***1,498,514***	***1,381,915***	***1,381,915***	***1,234,144***
Subtotal, International Organizations	**3,906,748**	**3,266,670**	**2,849,388**	**2,911,170**	**3,000,089**	**2,962,142**	**3,161,442**	**2,819,915**	**2,819,915**	**2,910,830**
International Commissions (Function 300)										
International Boundary & Water Commission - Salaries & Expenses	45,307	48,134	48,134	48,134	48,170	49,770	51,970	57,935	57,935	69,300
International Boundary & Water Commission - Construction [7]	28,400	29,400	29,400	29,400	36,900	49,000	51,030	53,030	53,030	78,000
American Sections	12,330	12,258	13,258	13,258	15,008	15,008	15,008	16,204	16,204	14,332
International Joint Commission	7,508	7,552	8,052	8,052	9,802	10,802	10,802	10,881	10,881	11,900
International Boundary Commission	2,422	2,304	2,304	2,304	2,304	2,304	2,304	2,323	2,323	2,432
Border Environment Cooperation Commission/North American Development Bank	2,400	2,402	2,902	2,902	2,902	1,902	1,902	3,000	3,000	-
International Fisheries Commissions	36,681	37,502	46,356	50,651	62,718	62,846	62,846	65,719	65,719	55,266
Subtotal, International Commissions (Function 300)	**122,718**	**127,294**	**137,148**	**141,443**	**162,796**	**176,624**	**180,854**	**192,888**	**192,888**	**216,898**
Related Programs										
The Asia Foundation	17,000	17,000	17,000	17,000	19,000	20,000	21,500	22,000	22,000	22,000

DEPARTMENT OF STATE APPROPRIATIONS – TEN YEAR HISTORY

Enduring and Ongoing Contingency Operations (OCO) Appropriations	FY 2016 Actual [1]	FY 2017 Actual [1]	FY 2018 Actual [1]	FY 2019 Actual [1]	FY 2020 Actual [1]	FY 2021 Actual [1]	FY 2022 Actual [1]	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request
Center for Middle Eastern-Western Dialogue Program	130	155	140	185	245	204	240	177	177	195
Eisenhower Exchange Fellowship Program	189	156	158	190	270	93	170	175	175	185
Israeli Arab Scholarship Program	47	58	65	68	124	119	117	91	91	160
East-West Center	16,700	16,700	16,700	16,700	16,700	19,700	19,700	22,000	22,000	22,255
National Endowment for Democracy	170,000	170,000	170,000	180,000	300,000	300,000	315,000	315,000	315,000	300,000
International Chancery Center	743	1,320	743	743	743	2,743	743	743	743	745
Subtotal, Related Programs	**204,809**	**205,389**	**204,806**	**214,886**	**337,082**	**342,859**	**357,470**	**360,186**	**360,186**	**345,540**
SUBTOTAL, DEPARTMENT OF STATE APPROPRIATIONS - ENDURING	**15,629,069**	**17,169,215**	**15,301,250**	**15,215,207**	**16,122,717**	**15,557,897**	**15,570,335**	**15,857,106**	**15,740,796**	**16,036,960**
SUBTOTAL, ADDITIONAL APPROPRIATIONS	**-**	**-**	**-**	**-**	**-**	**654,000**	**826,200**	**65,500**	**-**	**-**
TOTAL, DEPARTMENT OF STATE APPROPRIATIONS	**15,629,069**	**17,169,215**	**15,301,250**	**15,215,207**	**16,122,717**	**16,211,897**	**16,396,535**	**15,922,606**	**15,740,796**	**16,036,960**

[1] Actuals/Enacted level include transfers.
[2] FY 2023 Additional Funding includes $60 million of the $147.1 million in total appropriations from the Additional Ukraine Supplemental Appropriations Act, 2022 (P.L. 117-328). Of the $60 million, $10 million was transferred to the Capital Investment Fund. Please see footnote 3.
[3] Additional Appropriations includes $10 million is transferred in from Diplomatic Programs Ongoing Operations.
[4] FY 2023 Additional Funding includes $5.5 million from P.L. 117-328. In addition to the FY 2024 Estimate, $5 million in Office of the Inspector General funding was requested in the Administration's pending National Security Supplemental Request.
[5] FY 2023 Estimate includes a $1 million transfer out to the Repatriation Loan Program Account.
[6] In addition to the FY 2024 Estimate, $260 million in Diplomatic Programs funding was requested in the Administration's pending National Security Supplemental Request.
[7] In addition to the FY 2024 Estimate, $310 million in International Boundary and Water Commission funding was requested in the Administration's pending "Funding to Meet Critical Needs" domestic supplemental request.
[8] In addition to the FY 2024 Estimate, $20 million in Emergencies in the Diplomatic & Consular Service funding was requested in the Administration's pending National Security Supplemental Request.

PUBLIC DIPLOMACY RESOURCES

Public Diplomacy Resource Summary

($ in thousands)

Public Diplomacy Resource Summary	FY 2023 Actual				FY 2024 Estimate				FY 2025 Request				FY 2025 Request vs. FY 2023 Actual
	Pos	American Salaries	Bureau Managed	Total	Pos	American Salaries	Bureau Managed	Total	Pos	American Salaries	Bureau Managed	Total	
Regional Bureaus	846	162,746	323,023	**485,769**	846	162,746	294,604	**457,350**	846	175,949	320,090	**496,039**	**10,270**
Global Public Affairs	185	35,765	26,897	**62,662**	185	35,765	26,660	**62,425**	185	37,683	29,644	**67,327**	**4,665**
Global Engagement Center	10	4,442	44,877	**49,319**	10	4,442	44,877	**49,319**	10	5,092	52,053	**57,145**	**7,826**
Functional Bureaus	145	25,128	53,272	**78,400**	145	25,128	56,272	**81,400**	146	26,546	61,512	**88,058**	**9,658**
Payment - FSNSLTF	-	-	5,185	**5,185**	-	-	5,185	**5,185**	-	154	5,448	**5,602**	**417**
Subtotal, Diplomatic Programs, Public Diplomacy	**1,186**	**228,081**	**453,254**	**681,335**	**1,186**	**228,081**	**427,598**	**655,679**	**1,187**	**245,424**	**468,747**	**714,171**	**32,836**
Global Public Affairs	137	23,156	40,201	**63,357**	137	23,156	40,143	**63,299**	137	24,294	42,449	**66,743**	**3,386**
Global Engagement Center - Domestic Collaboration Initiatives	66	8,993	12,000	**20,993**	66	8,993	12,000	**20,993**	66	8,993	12,000	**20,993**	**-**
Subtotal, Other Diplomatic Programs	**203**	**32,149**	**52,201**	**84,350**	**203**	**32,149**	**52,143**	**84,292**	**203**	**33,287**	**54,449**	**87,736**	**3,386**
Sect 810 USIEE Act Fees	70	-	7,000	**7,000**	70	-	7,000	**7,000**	70	-	7,000	**7,000**	**-**
Representation Expenses	-	-	1,732	**1,732**	-	-	1,732	**1,732**	-	-	1,732	**1,732**	**-**
Educational and Cultural Exchanges	595	-	777,500	**777,500**	595	-	777,500	**777,500**	596	-	777,500	**777,500**	**-**
East-West Center	-	-	22,000	**22,000**	-	-	22,000	**22,000**	-	-	22,255	**22,255**	**255**
Eisenhower Exchange Fellowship Program	-	-	175	**175**	-	-	175	**175**	-	-	185	**185**	**10**

PUBLIC DIPLOMACY RESOURCES

Public Diplomacy Resource Summary	FY 2023 Actual				FY 2024 Estimate				FY 2025 Request				FY 2025 Request vs. FY 2023 Actual
	Pos	American Salaries	Bureau Managed	Total	Pos	American Salaries	Bureau Managed	Total	Pos	American Salaries	Bureau Managed	Total	
Israeli Arab Scholarship Program	-	-	91	**91**	-	-	91	**91**	-	-	160	**160**	**69**
Subtotal, Other	**665**	**-**	**808,498**	**808,498**	**665**	**-**	**808,498**	**808,498**	**666**	**-**	**808,832**	**808,832**	**334**
Total, Public Diplomacy	**2,054**	**260,230**	**1,313,953**	**1,574,183**	**2,054**	**260,230**	**1,288,239**	**1,548,469**	**2,054**	**278,711**	**1,332,028**	**1,610,739**	**36,556**

DEPARTMENT OF STATE FEE COLLECTIONS

Overview

Like most U.S. government agencies, the Department has the authority to charge user fees pursuant to 31 U.S.C. 9701. The Department also has specific statutory authority to charge certain other fees, including consular fees (e.g., 8 U.S.C. 1351; 22 U.S.C. 214, 4215, 4219) and registration fees for expenses incurred by the Directorate of Defense Trade Control for licensing, compliance, and enforcement activities related to the defense trade control function (22 U.S.C. 2717). Most of these fee authorities specifically permit the Department to retain the fees collected, but the Department is required to deposit some fees into the Treasury as miscellaneous receipts in accordance with 31 U.S.C. 3302(b).

The Department of State, Foreign Operations, and Related Programs Appropriations Act, 2017, created a new Consular and Border Security Programs (CBSP) account to collect receipts from most retained consular fees, effective as of FY 2019. The FY 2025 Request includes the fees listed under the Bureau of Consular Affairs (CA) heading detailed below to support the provision of consular services. The listed fees include the fee for waiver of the two-year residency requirement for exchange visitors seeking to adjust status (known as the "J- Waiver" fee) and the portion of Fraud Prevention and Detection (H&L) fees made available to the Department for certain fraud prevention and detection activities. Both fees are used to support the provision of certain consular services, but they are not deposited in the CBSP account.

The existing authorities for major fee collections retained by the Department are listed below, along with the use of each fee.

Fee Collections by Bureau

Bureau of Consular Affairs

J-1 Waiver Fees

Section 810 of the United States Information and Educational Exchange Act (22 U.S.C. 1475e) authorizes the Department to receive fees and payments in connection with Exchange Visitor Program (EVP) Services. Section 810 fees pertaining to processing INA 212(E) waivers for certain former exchange visitors ("J-Waiver") are deposited in the Diplomatic Programs account but are used for consular support. J-Waiver fee revenue and spending for consular services are reflected in the CBSP account chapter of this Appendix volume.

Expedited Passport Fees

The Departments of Commerce, Justice, State, the Judiciary, and Related Agencies Appropriations Act, 1995, (P.L. 103-317) (22 U.S.C. 214 note) authorizes the Department to retain a fee for expedited passport services, to be deposited as an offsetting collection to the Diplomatic Programs or CBSP account. Since FY 2022, expedited passport fees have been deposited in the CBSP account, but the FY 2025 Request would deposit some into Diplomatic Programs to carry out certain activities of the Office of the Special Presidential Envoy for Hostage Affairs.

Passport Security Surcharge and Immigrant Visa Security Surcharge

The Departments of Commerce, Justice, State, the Judiciary, and Related Agencies Appropriations Act, 2005, (8 U.S.C. 1714) authorizes the Department to charge and retain immigrant visa security surcharges (IVSS) and passport security surcharges (PSS) related to consular services in support of enhanced border security. These fees

finance a significant portion of the Department's Border Security Program. [*See also:* Department of State Authorities Act of 2006 (P.L. 109-472) (authorizing Secretary of State to amend administratively the amounts of the surcharges).]

To better align existing costs to a more appropriate fee or surcharge, the FY 2025 Request seeks the authority to set and spend the immigrant visa and passport security surcharges on a broader set of activities, including the protection of U.S. citizens and their interests overseas. The FY 2025 Request seeks to extend expanded PSS and IVSS spending authorities extended most recently in section 7068 of the FY 2023 Department of State, Foreign Operations, and Related Programs Appropriations Act to allow these surcharges to fund additional consular services.

Western Hemisphere Travel Initiative Surcharge

The Passport Services Enhancement Act of 2005 (22 U.S.C. 214(b)(1)), authorizes State to charge a fee to cover the Department's costs of meeting increased demand for passports as a result of the implementation of the Western Hemisphere Travel Initiative (WHTI). This program implements section 7209 of the Intelligence Reform and Terrorism Prevention Act of 2004 (IRTPA), which mandates that the Secretary of Homeland Security, in consultation with the Secretary of State, develop and implement a plan to require U.S. citizens and certain non-U.S. citizens to present a passport or other secure documentation denoting identity and citizenship when entering the United States.

The FY 2025 Request seeks a permanent extension for the WHTI fee authority, which was most recently extended in section 9802 of the Department of State Authorization Act of 2022, and expanded expenditure authority, extended most recently in section 7068(a) of the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2023, which permits the Department to use such fees for the costs of providing consular services.

Machine Readable Visa Fees

Section 140 of the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995, (8 U.S.C. 1351 note), as supplemented by 8 U.S.C. 1713, authorizes the Department to charge a fee for processing machine readable nonimmigrant visas and to deposit such fees as offsetting collections to recover the costs of providing consular services.

The FY 2025 Request seeks to amend section 103 of Public Law 107–173 (8 U.S.C. 1713) to allow the Department to account for costs related to consular services for which there is currently no fee or surcharge retained by the Department when setting the amount of the machine-readable visa fee or surcharge. This change would allow the Department to more fully cover costs related to the provision of consular services. The FY 2025 Request also seeks authority to adjust minor Border Crossing Card (BCC) fees.

Affidavit of Support Fees

Section 232 of the Admiral James W. Nance and Meg Donovan Foreign Relations Authorization Act, 2000 and 2001, (8 U.S.C. 1183a note) authorizes the Department to charge and retain fees relating to affidavits of support required under section 213A of the Immigration and Nationality Act (8 U.S.C.1183a). These fee collections are available until expended to recover the cost of providing consular services.

DEPARTMENT OF STATE FEE COLLECTIONS

Diversity Visa Lottery Fees

Section 636 of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (8 U.S.C. 1153 note) provides that the Department of State may collect and retain a fee that ensures the recovery of the cost to the Department of allocating and processing applications for visas to be issued under the Diversity Lottery Program. These fee collections are available until expended in the recovery of costs incurred providing consular services.

H and L Fraud Prevention and Detection Fee

Section 426 of the L-1 Visa and H-1B Visa Reform Act (Div. J, P. L. 108-447), and section 403 of the Emergency Supplemental Appropriations Act for Defense, the Global War on Terrorism and Tsunami Relief [8 U.S.C. 1356(v)] authorize one-third of fees collected for H-1B, H-2B, and L applications be deposited into a special "Fraud Prevention and Detection" account. This account is available to the Department of State for certain fraud prevention and detection activities. These fees finance fraud prevention components of the Department's CBSP.

The FY 2025 Request seeks an extension of the expanded expenditure authority, extended most recently in section 7068 of the FY 2023 Department of State, Foreign Operations, and Related Programs Appropriations Act, which permits the Department to use such fees for the costs of providing consular services.

Passport Application and Execution Fees

Section 1 of the Passport Act of June 4, 1920 [22 U.S.C. 214 (a)] requires the Department to establish by regulation a fee for the filing of each passport application that includes the cost of passport issuance and use, as well as a fee for executing passport applications. Section 7069(e) of the Department of State, Foreign Operations, and Related Programs Appropriation Act, 2022, authorized the Department to deposit those fees into the CBSP account as discretionary offsetting receipts. The Passport Application fee includes the costs of processing applications for passport books and cards that are not included in the enhanced border security fee, as well as the costs of certain overseas citizens services for which there is no separate, specific fee. The Passport Execution fee recovers the costs of executing passport applications. Together, these fees are referred to as Passport Application and Execution Fees (PAEF).

For the FY 2025 Request, the Department anticipates collecting $491 million in PAEF, which will be credited as offsetting receipts. The Department requests authority to spend $491 million in PAEF fees, equal to FY 2023 Actual collections. This authority will reinforce the principle that these collections are set based on the costs of passport issuance and use overseas. To offset this increased spending authority relative to FY 2023 and reduce fee balances, the Budget proposes cancellation of $691 million in other unobligated CBSP prior-year balances.

Bureau of Political-Military Affairs

Defense Trade Control Registration Fees

Registration fees are charged by the Directorate of Defense Trade Controls in accordance with section 45 of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2717) and are available without fiscal year limitation for specified expenses related to certain defense trade control functions.

The FY 2025 Request seeks the authority to use these fees on a broader range for management, licensing, compliance, and policy activities related to Defense Trade Control functions.

DEPARTMENT OF STATE FEE COLLECTIONS

Bureau of Economic and Business Affairs

Commercial Services Fees

Section 52 of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2724) authorizes the Department to collect certain fees to recover the cost of providing commercial services at posts in countries where the Department of Commerce does not perform such services. These fees are available until September 30 of the fiscal year following the fiscal year in which the funds were deposited.

Bureau of Educational and Cultural Affairs

Information and Educational Exchange Fees

As authorized by section 810 of the United States Information and Educational Exchange Act (22 U.S.C. 1475e), and pursuant to annual appropriations, fees or other payments received from English teaching, library services, certain motion picture, television, and publication programs (e.g., Nouveaux Horizon books and Arabic book translations), educational advising and counseling, and Exchange Visitor Program Services are available until expended.

Summary of Fee Collections

($ in thousands)

($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Machine Readable Visa Fees				
Recoveries & Transfers	42,721	2,363	-	(2,363)
Carryforward Allocations	434,591	1,214,951	1,149,959	(64,992)
Current Year Projected Availability	2,220,334	2,121,611	2,036,747	(84,864)
Total Collections Available	2,697,646	3,338,925	3,186,706	(152,219)
Total Spending	1,482,695	2,188,966	2,414,619	225,653
End of Year Balance	1,214,951	1,149,959	772,087	(377,872)
Passport Security Surcharges				
Recoveries & Transfers	28,948	37	-	(37)
Carryforward Allocations	687,637	589,233	873,295	284,062
Current Year Projected Availability	1,647,026	1,615,520	1,612,160	(3,360)
Cancellation of Prior Year Unobligated Balances			(443,919)	(443,919)
Total Collections Available	2,363,611	2,204,790	2,041,536	(163,254)
Total Spending	1,774,378	1,331,495	1,699,431	367,936
End of Year Balance	589,233	873,295	342,105	(531,190)

DEPARTMENT OF STATE FEE COLLECTIONS

($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Western Hemisphere Travel Initiative Surcharges				
Recoveries & Transfers	14,995	128	-	(128)
Carryforward Allocations	197,176	340,070	247,081	(92,989)
Current Year Projected Availability	517,124	500,338	506,341	6,003
Cancellation of Prior Year Unobligated Balances		(250,000)	(247,081)	2,919
Total Collections Available	729,295	590,536	506,341	(84,195)
Total Spending	389,225	343,455	-	(343,455)
End of Year Balance	340,070	247,081	506,341	259,260
Expedited Passport Fees				
Recoveries & Transfers	287	-	-	-
Carryforward Allocations	156,405	248,941	55,003	(193,938)
Current Year Projected Availability	479,286	344,182	306,360	(37,822)
Total Collections Available	635,978	593,123	361,363	(231,760)
Total Spending	387,037	538,120	314,268	(223,852)
End of Year Balance	248,941	55,003	47,095	(7,908)
Affidavit of Support Fees				
Recoveries & Transfers	946	-	-	-
Carryforward Allocations	7,548	14,875	15,268	393
Current Year Projected Availability	44,802	34,556	34,265	(291)
Total Collections Available	53,296	49,431	49,533	102
Total Spending	38,421	34,163	30,000	(4,163)
End of Year Balance	14,875	15,268	19,533	4,265
Diversity Lottery Fees				
Recoveries & Transfers	224	-	-	-
Carryforward Allocations	17,963	6,500	2,842	(3,658)
Current Year Projected Availability	21,543	15,840	15,840	-
Total Collections Available	39,730	22,340	18,682	(3,658)
Total Spending	33,230	19,498	14,000	(5,498)
End of Year Balance	6,500	2,842	4,682	1,840
Immigrant Visa Security Surcharges				
Recoveries & Transfers	126	-	-	-
Carryforward Allocations	22,229	18,919	14,788	(4,131)
Current Year Projected Availability	61,293	54,334	53,875	(459)

DEPARTMENT OF STATE FEE COLLECTIONS

($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Total Collections Available	83,648	73,253	68,663	(4,590)
Total Spending	64,729	58,465	53,852	(4,613)
End of Year Balance	18,919	14,788	14,811	23
H and L Visa Fraud Prevention and Detection Fees				
Recoveries & Transfers	66	-	-	-
Carryforward Allocations	28,510	32,398	35,093	2,695
Current Year Projected Availability	45,106	45,000	45,000	-
Total Collections Available	73,682	77,398	80,093	2,695
Total Spending	41,284	42,305	49,139	6,834
End of Year Balance	32,398	35,093	30,954	(4,139)
Supplemental Funding [1]				
Recoveries & Transfers	78	-	-	-
Carryforward Allocations	349	79	-	(79)
Current Year Projected Availability	-	-	-	-
Total Collections Available	427	79	-	(79)
Total Spending	348	79	-	(79)
End of Year Balance	79	-	-	-
J-Waiver [2]				
Recoveries & Transfers	-	-	-	-
Carryforward Allocations	12,152	13,576	11,716	(1,860)
Current Year Projected Availability	1,424	980	980	-
Total Collections Available	13,576	14,556	12,696	(1,860)
Total Spending	-	2,840	2,490	(350)
End of Year Balance	13,576	11,716	10,206	(1,510)
Passport Application & Execution Fee, Unavailable [3]				
Carryforward Unavailable	-	491,090	722,090	231,000
Current Year Collections (Precluded from Obligation)	491,090	481,000	491,000	10,000
Appropriation of Passport Application & Execution Fee		(250,000)	(491,000)	(241,000)
End of Year Unavailable Balance	491,090	722,090	722,090	-
Passport Application & Execution Fee, Available				
Recoveries & Transfers	(4)	-	-	-
Carryforward Allocations	179,840	394	-	(394)

DEPARTMENT OF STATE FEE COLLECTIONS

($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Current Year Projected Availability	-	250,000	491,000	241,000
Total Collections Available	179,836	250,394	491,000	240,606
Total Spending	179,442	250,394	491,000	240,606
End of Year Balance, Available	394	-	-	-
Total, Consular and Border Security Program Fees				
CBSP Resources	7,361,815	7,936,915	7,538,703	(398,212)
Carryforward In, Total	1,744,400	2,971,026	3,127,135	156,109
Carryforward In, CBSP Available	1,744,051	2,479,857	2,405,045	(74,812)
Carryforward In, Appropriation	349	79	-	(79)
Carryforward In, PAEF	-	491,090	722,090	231,000
Recoveries & Transfers	88,387	2,528	-	(2,528)
Current Year Collections, Total	5,529,028	5,213,361	5,102,568	(110,793)
Current Year Collection, available for Expenditure	5,037,938	4,732,361	4,611,568	(120,793)
Current Year Collections, PAEF	491,090	481,000	491,000	10,000
Cancellation of Prior Year Unobligated Balances	-	(250,000)	(691,000)	(441,000)
Total Spending	4,390,789	4,809,780	5,068,799	259,019
End of Year Balance, Available	2,479,936	2,405,045	1,747,814	(657,231)
End of Year, PAEF	491,090	722,090	722,090	-
Expedited Passport Fees (IT Central Fund) [4]				
Carryforward Allocations			-	-
Recoveries	527	1,123	-	(1,123)
Total Collections Available	527	1,123	-	(1,123)
Total Spending	527	1,123	-	(1,123)
End of Year Balance	-	-	-	-
Defense Trade Control Fees				
Carryforward Allocations	88,143	78,453	56,786	(21,667)
Current Year Project Availability	43,979	33,000	33,000	-
Total Collections Available	132,122	111,453	89,786	(21,667)
Total Spending	53,669	54,667	59,367	4,700
End of Year Balance	78,453	56,786	30,419	(26,367)
Commercial Service Fees				
Carryforward Allocations [5]	107	180	170	(10)
Current Year Projected Availability	150	150	150	-

DEPARTMENT OF STATE FEE COLLECTIONS

($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Total Collections Available	257	330	320	(10)
Total Spending	127	210	210	-
End of Year Balance	130	120	110	(10)
United States Information and Educational Exchange Act (Section 810) Fees				
Carryforward Allocations	16,535	16,629	17,633	1,004
Current Year Project Availability	874	1,807	1,253	(554)
Total Collections Available	17,409	18,436	18,886	450
Total Spending	780	803	827	24
End of Year Balance	16,629	17,633	18,059	426

[1] *Appropriated Funds comprise emergency supplemental funds made available from the: Coronavirus Preparedness and Response Supplemental Appropriations Act, 2020 (P.L. 116-123); Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136); and Consolidated Appropriations Act, 2021 (P.L. 116-260).*

[2] *A portion of J-Waiver Fees revenue and spending are reported in the CBSP account, while the remaining portion is reported in the United States Information and Educational Exchange Act (Section 810) Fees.*

[3] *The Department retains PAEF collections but does not have expenditure authority beyond FY 2022, absent legislation. The Department is requesting $250 million in expenditure authority in FY 2024 and $491 million in FY 2025.*

[4] *Expedited Passport Fee (EPF) revenues and spending are reported in both IT Central Fund and CBSP account. As started in FY 2022, EPF are deposited solely in the CBSP account.*

[5] *Commercial Service Fees carryforward includes: (1) carryforward from the prior year; and (2) other agency reimbursements received in the budget year for prior year other agency collections. Estimated carryforward into FY 2025 Commercial Service Fees includes $50,000 for prior year other agency collections.*

LEGISLATIVE LANGUAGE

DEPARTMENT OF STATE AND OTHER INTERNATIONAL PROGRAMS
ADMINISTRATION OF FOREIGN AFFAIRS

All Department of State General Provisions may be found beginning on page 816 of the FY 2025 President's Budget Appendix~~,~~ in the section covering the Department of State and Other International Programs: https://www.whitehouse.gov/wp-content/uploads/2024/03/appendix_fy2025.pdf

DIPLOMATIC PROGRAMS

For necessary expenses of the Department of State and the Foreign Service not otherwise provided for, $10,121,425,000, to remain available until September 30, 2026, of which up to $3,928,712,000 may remain available until expended for Worldwide Security Protection: Provided, That funds made available under this heading shall be allocated in accordance with paragraphs (1) through (4), as follows:

(1) HUMAN RESOURCES.—For necessary expenses for training, human resources management, and salaries, including employment without regard to civil service and classification laws of persons on a temporary basis (not to exceed $700,000), as authorized by section 801 of the United States Information and Educational Exchange Act of 1948 (62 Stat. 11; Chapter 36), $3,898,331,000, of which up to $688,767,000 is for Worldwide Security Protection.

(2) OVERSEAS PROGRAMS.—For necessary expenses for the regional bureaus of the Department of State and overseas activities as authorized by law, $1,900,230,000.

(3) DIPLOMATIC POLICY AND SUPPORT.—For necessary expenses for the functional bureaus of the Department of State, including representation to certain international organizations in which the United States participates pursuant to treaties ratified pursuant to the advice and consent of the Senate or specific Acts of Congress, general administration, and arms control, nonproliferation, and disarmament activities as authorized, $1,048,934,000.

(4) SECURITY PROGRAMS.—For necessary expenses for security activities, $3,273,930,000, of which up to $3,239,945,000 is for Worldwide Security Protection.

(5) FEES AND PAYMENTS COLLECTED.—In addition to amounts otherwise made available under this heading—

(A) as authorized by section 810 of the United States Information and Educational Exchange Act, not to exceed $5,000,000, to remain available until expended, may be credited to this appropriation from fees or other payments received from English teaching, library, motion pictures, and publication programs and from fees from educational advising and counseling and exchange visitor programs; and (B) not to exceed $15,000, which shall be derived from reimbursements, surcharges, and fees for use of Blair House facilities.

(6) TRANSFER OF FUNDS, REPROGRAMMING, AND OTHER MATTERS.—

(A) Notwithstanding any other provision of this Act, funds may be reprogrammed within and between paragraphs (1) through (4) under this heading subject to section 7015 of this Act.

(B) Of the amount made available under this heading for Worldwide Security Protection, not to exceed $50,000,000 may be transferred to, and merged with, funds made available by this Act under the heading "Emergencies in the Diplomatic and Consular Service", to be available only for emergency evacuations and rewards, as authorized: Provided, That the exercise of the authority provided by this subparagraph shall be subject to prior notification to the Committees on Appropriations.

(C) Funds appropriated under this heading are available for acquisition by exchange or purchase of passenger motor vehicles, including zero emission passenger motor vehicles and related charging and fueling infrastructure, as authorized by law and, pursuant to section 1108(g) of title 31, United States Code, for the field examination of programs and activities in the United States funded from any account contained in this title.

(D) Consistent with section 204 of the Admiral James W. Nance and Meg Donovan Foreign Relations Authorization Act, Fiscal Years 2000 and 2001 (22 U.S.C. 2452b), up to $25,000,000 of the amounts made available under this heading may be obligated and expended for United States participation in international fairs and expositions abroad, including for construction and operation of a United States pavilion at Expo 2025.

(E) The Secretary of State is authorized to charge fees for goods and services related to the National Museum of American Diplomacy, including visitor and outreach services, programs, conference activities, use of venue, museum shop proceeds, and food services: Provided, That fees collected shall be credited to the "Diplomatic Programs" account as a recovery of costs of operating the National Museum of American Diplomacy and shall remain available until expended for the purposes of such account.

(F) Of the amount made available under this heading, up to $10,000,000 may remain available until expended for settlements and damages related to employment claims: Provided, That such funds shall be in addition to funds otherwise available for such purposes: Provided further, That notwithstanding section 5596 of title 5, United States Code, such funds may be used for the payment of claims arising in any fiscal year, including claims based on pay, allowances, and differentials that would have been earned or received in any fiscal year, as well as related interest and attorney fees.

CONSULAR AND BORDER SECURITY PROGRAMS

Of the amounts deposited in the Consular and Border Security Programs account in this or any prior fiscal year pursuant to section 7069(e) of division K of the Consolidated Appropriations Act, 2022 (Public Law 117–103), $491,000,000 shall be available until expended for the purposes of such account: Provided, That the Secretary of State may by regulation authorize State officials or the United States Postal Service to collect and retain the execution fee for each application for a passport accepted by such officials or by that Service.

(CANCELLATION)

Of the unobligated balances available in the Consular and Border Security Programs account, $691,000,000 are hereby permanently cancelled: Provided, That no amounts may be cancelled from amounts that were designated by the Congress as an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985.

CAPITAL INVESTMENT FUND

For necessary expenses of the Capital Investment Fund, as authorized, $401,848,000, to remain available until expended.

LEGISLATIVE LANGUAGE

OFFICE OF INSPECTOR GENERAL

For necessary expenses of the Office of Inspector General, $134,638,000, to remain available until September 30, 2026, of which $26,800,000 is for the Special Inspector General for Afghanistan Reconstruction (SIGAR) for reconstruction oversight: Provided, That funds appropriated under this heading are made available notwithstanding section 209(a)(1) of the Foreign Service Act of 1980 (22 U.S.C. 3929(a)(1)), as it relates to post inspections.

EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS

For necessary expenses of educational and cultural exchange programs, as authorized, $777,500,000, to remain available until expended: Provided, That fees or other payments received from, or in connection with, English teaching, educational advising and counseling programs, and exchange visitor programs as authorized may be credited to this account, to remain available until expended: Provided further, That funds made available under this heading may be used to carry out the activities of the Cultural Antiquities Task Force, of which not to exceed $1,200,000 may be used to make grants for such purposes.

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

For necessary expenses for carrying out the Foreign Service Buildings Act of 1926 (22 U.S.C. 292 et seq.), preserving, maintaining, repairing, and planning for real property that are owned or leased by the Department of State, and renovating, in addition to funds otherwise available, the Harry S Truman Building, $945,210,000, to remain available until expended, of which not to exceed $25,000 may be used for overseas representation expenses as authorized: Provided, That none of the funds appropriated in this paragraph shall be available for acquisition of furniture, furnishings, or generators for other departments and agencies of the United States Government.

In addition, for the costs of worldwide security upgrades, acquisition, and construction as authorized, $961,863,000, to remain available until expended.

(CANCELLATION)

Of the unobligated balances available under the heading "Embassy Security, Construction, and Maintenance" from prior Acts making appropriations for the Department of State, foreign operations, and related programs, $175,000,000 are hereby permanently cancelled: Provided, That no amounts may be cancelled from amounts that were designated by the Congress as an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985.

REPRESENTATION EXPENSES

For representation expenses as authorized, $7,415,000.

LEGISLATIVE LANGUAGE

PROTECTION OF FOREIGN MISSIONS AND OFFICIALS

For necessary expenses, not otherwise provided, to enable the Secretary of State to provide for extraordinary protective services, as authorized, $30,890,000, to remain available until September 30, 2026.

EMERGENCIES IN THE DIPLOMATIC AND CONSULAR SERVICE

For necessary expenses to enable the Secretary of State to meet unforeseen emergencies arising in the Diplomatic and Consular Service, as authorized, $8,885,000, to remain available until expended, of which not to exceed $1,000,000 may be transferred to, and merged with, funds appropriated by this Act under the heading "Repatriation Loans Program Account".

PAYMENT TO THE AMERICAN INSTITUTE IN TAIWAN

For necessary expenses to carry out the Taiwan Relations Act (Public Law 96–8), $38,218,000.

PAYMENT TO THE FOREIGN SERVICE RETIREMENT AND DISABILITY FUND

For payment to the Foreign Service Retirement and Disability Fund, as authorized, $60,000,000.

REPATRIATION LOANS PROGRAM ACCOUNT

For the cost of direct loans, $1,800,000, as authorized: Provided, That such costs, including the cost of modifying such loans, shall be as defined in section 502 of the Congressional Budget Act of 1974: Provided further, That such funds are available to subsidize gross obligations for the principal amount of direct loans not to exceed $5,823,626.

INTERNATIONAL ORGANIZATIONS AND CONFERENCES

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

For necessary expenses, not otherwise provided for, to meet annual obligations of membership in international multilateral organizations, pursuant to treaties ratified pursuant to the advice and consent of the Senate, conventions, or specific Acts of Congress, $1,676,686,000, to remain available until September 30, 2026.

CONTRIBUTIONS FOR INTERNATIONAL PEACEKEEPING ACTIVITIES

For necessary expenses to pay assessed and other expenses of international peacekeeping activities directed to the maintenance or restoration of international peace and security, $1,234,144,000, to remain available until September 30, 2026: Provided, That such funds may be made available above the amount authorized in section 404(b)(2) of the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995 (22 U.S.C. 287e note).

LEGISLATIVE LANGUAGE

INTERNATIONAL COMMISSIONS

INTERNATIONAL COMMISSIONS

For necessary expenses, not otherwise provided for, to meet obligations of the United States arising under treaties, or specific Acts of Congress, as follows:

INTERNATIONAL BOUNDARY AND WATER COMMISSION, UNITED STATES AND MEXICO

For necessary expenses for the United States Section of the International Boundary and Water Commission, United States and Mexico, and to comply with laws applicable to the United States Section, including not to exceed $6,000 for representation expenses, as follows:

SALARIES AND EXPENSES

For salaries and expenses, not otherwise provided for, $69,300,000, of which $10,395,000 may remain available until September 30, 2026.

CONSTRUCTION (INCLUDING TRANSFER OF FUNDS)

For detailed plan preparation and construction of authorized projects, $78,000,000, to remain available until expended, as authorized: Provided, That of the funds appropriated under this heading in this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs for the United States Section, up to $5,000,000 may be transferred to, and merged with, funds appropriated under the heading "Salaries and Expenses" to carry out the purposes of the United States Section, which shall be subject to the regular notification procedures of the Committees on Appropriations: Provided further, That such transfer authority is in addition to any other transfer authority provided in this Act.

AMERICAN SECTIONS, INTERNATIONAL COMMISSIONS

For necessary expenses, not otherwise provided, for the International Joint Commission and the International Boundary Commission, United States and Canada, as authorized by treaties between the United States and Canada or Great Britain, $14,332,000: Provided, That of the amount provided under this heading for the International Joint Commission, up to $1,250,000 may remain available until September 30, 2026, and up to $9,000 may be made available for official reception and representation expenses: Provided further, That of the amount provided under this heading for the International Boundary Commission, up to $1,000 may be made available for official reception and representation expenses.

INTERNATIONAL FISHERIES COMMISSIONS

For necessary expenses for international fisheries commissions, not otherwise provided for, as authorized by law, $55,266,000: Provided, That the United States share of such expenses may be advanced to the respective commissions pursuant to section 3324 of title 31, United States Code.

LEGISLATIVE LANGUAGE

OTHER

THE ASIA FOUNDATION

For a grant to The Asia Foundation, as authorized by The Asia Foundation Act (22 U.S.C. 4402), $22,000,000, to remain available until expended.

NATIONAL ENDOWMENT FOR DEMOCRACY

For grants made by the Department of State to the National Endowment for Democracy, as authorized by the National Endowment for Democracy Act (22 U.S.C. 4412), $300,000,000, to remain available until expended.

EAST-WEST CENTER

To enable the Secretary of State to provide for carrying out the provisions of the Center for Cultural and Technical Interchange Between East and West Act of 1960, by grant to the Center for Cultural and Technical Interchange Between East and West in the State of Hawaii, $22,255,000.

INTERNATIONAL CENTER, WASHINGTON, DISTRICT OF COLUMBIA

Not to exceed $1,879,587 shall be derived from fees collected from other executive agencies for lease or use of facilities at the International Center in accordance with section 4 of the International Center Act (Public Law 90–553), and, in addition, as authorized by section 5 of such Act, $745,000, to be derived from the reserve authorized by such section, to be used for the purposes set out in that section.

TRUST FUNDS

EISENHOWER EXCHANGE FELLOWSHIP PROGRAM

For necessary expenses of Eisenhower Exchange Fellowships, Incorporated, as authorized by sections 4 and 5 of the Eisenhower Exchange Fellowship Act of 1990 (20 U.S.C. 5204–5205), all interest and earnings accruing to the Eisenhower Exchange Fellowship Program Trust Fund on or before September 30, 2025, to remain available until expended: Provided, That none of the funds appropriated herein shall be used to pay any salary or other compensation, or to enter into any contract providing for the payment thereof, in excess of the rate authorized by section 5376 of title 5, United States Code; or for purposes which are not in accordance with section 200 of title 2 of the Code of Federal Regulations, including the restrictions on compensation for personal services.

ISRAELI ARAB SCHOLARSHIP PROGRAM

For necessary expenses of the Israeli Arab Scholarship Program, as authorized by section 214 of the Foreign Relations Authorization Act, Fiscal Years 1992 and 1993 (22 U.S.C. 2452 note), all interest and earnings accruing to the Israeli Arab Scholarship Fund on or before September 30, 2025, to remain available until expended.

LEGISLATIVE LANGUAGE

CENTER FOR MIDDLE EASTERN-WESTERN DIALOGUE TRUST FUND

For necessary expenses of the Center for Middle Eastern-Western Dialogue Trust Fund, as authorized by section 633 of the Departments of Commerce, Justice, and State, the Judiciary, and Related Agencies Appropriations Act, 2004 (22 U.S.C. 2078), the total amount of the interest and earnings accruing to such Fund on or before September 30, 2025, to remain available until expended.

GENERAL PROVISIONS

ALLOWANCES AND DIFFERENTIALS

SEC. 7001. Funds appropriated under title I of this Act shall be available, except as otherwise provided, for allowances and differentials as authorized by subchapter 59 of title 5, United States Code; for services as authorized by section 3109 of such title and for hire of passenger transportation pursuant to section 1343(b) of title 31, United States Code.

CONSULTING SERVICES

SEC. 7002. The expenditure of any appropriation under title I of this Act for any consulting service through procurement contract, pursuant to section 3109 of title 5, United States Code, shall be limited to those contracts where such expenditures are a matter of public record and available for public inspection, except where otherwise provided under existing law, or under existing Executive order issued pursuant to existing law.

DIPLOMATIC FACILITIES

SEC. 7003. (a) CAPITAL SECURITY COST SHARING EXCEPTION.—Notwithstanding paragraph (2) of section 604(e) of the Secure Embassy Construction and Counterterrorism Act of 1999 (title VI of division A of H.R. 3427, as enacted into law by section 1000(a)(7) of Public Law 106–113 and contained in appendix G of that Act), as amended by section 111 of the Department of State Authorities Act, Fiscal Year 2017 (Public Law 114–323), a project to construct a facility of the United States may include office space or other accommodations for members of the United States Marine Corps.

(b) INTERIM AND TEMPORARY FACILITIES ABROAD.—

SECURITY VULNERABILITIES.—Funds appropriated by this Act under the heading "Embassy Security, Construction, and Maintenance" may be made available, following consultation with the appropriate congressional committees, to address security vulnerabilities at interim and temporary United States diplomatic facilities abroad, including physical security upgrades and local guard staffing.

(c) SOFT TARGETS.—Funds appropriated by this Act under the heading "Embassy Security, Construction, and Maintenance" may be made available for security upgrades to soft targets, including schools, recreational facilities, and residences used by United States diplomatic personnel and their dependents.

(d) Funds appropriated by this Act under the heading "Embassy Security, Construction, and Maintenance" may be made available for overseas public outreach purposes in support of construction projects.

LEGISLATIVE LANGUAGE

PERSONNEL ACTIONS

SEC. 7004. Any costs incurred by a department or agency funded under title I of this Act resulting from personnel actions taken in response to funding reductions included in this Act shall be absorbed within the total budgetary resources available under title I to such department or agency: Provided, That the authority to transfer funds between appropriations accounts as may be necessary to carry out this section is provided in addition to authorities included elsewhere in this Act.

PROHIBITION ON PUBLICITY OR PROPAGANDA

SEC. 7005. No part of any appropriation contained in this Act shall be used for publicity or propaganda purposes within the United States not authorized before enactment of this Act by Congress: Provided, That up to $25,000 may be made available to carry out the provisions of section 316 of the International Security and Development Cooperation Act of 1980 (Public Law 96–533; 22 U.S.C. 2151a note).

TRANSFER OF FUNDS AUTHORITY

SEC. 7008. (a) DEPARTMENT OF STATE AND UNITED STATES AGENCY FOR GLOBAL MEDIA.—

(1) DEPARTMENT OF STATE.—

(A) IN GENERAL.—Not to exceed the greater of 5 percent or $2,000,000 of any appropriation made available for the current fiscal year for the Department of State under title I of this Act or under title I of prior acts may be transferred between, and merged with, such appropriations, but no such appropriation, except as otherwise specifically provided, shall be increased by more than 10 percent by any such transfers.

(B) EMBASSY SECURITY.—Funds appropriated under the headings "Diplomatic Programs", including for Worldwide Security Protection, "Embassy Security, Construction, and Maintenance", and "Emergencies in the Diplomatic and Consular Service" in this Act may be transferred to, and merged with, funds appropriated under such headings if the Secretary of State determines and reports to the Committees on Appropriations that to do so is necessary to implement the recommendations of the Benghazi Accountability Review Board, for emergency evacuations, or to prevent or respond to security situations and requirements, subject to the regular notification procedures of, such Committees: Provided, That such transfer authority is in addition to any transfer authority otherwise available in this Act and under any other provision of law.

(3) TREATMENT AS REPROGRAMMING.—Any transfer pursuant to this subsection shall be treated as a reprogramming of funds under section 7015 of this Act and shall not be available for obligation or expenditure except in compliance with the procedures set forth in that section.

PROHIBITION AND LIMITATION ON CERTAIN EXPENSES

SEC. 7009. (a) FIRST-CLASS TRAVEL.—None of the funds made available by this Act may be used for first-class travel by employees of United States Government departments and agencies funded by this Act in contravention of section 301–10.122 through 301–10.124 of title 41, Code of Federal Regulations.

(b) COMPUTER NETWORKS.—None of the funds made available by this Act for the operating expenses of any United States Government department or agency may be used to establish or maintain a computer network for use by such department or agency unless such network has filters designed to block access to sexually explicit websites: Provided, That nothing in this subsection shall limit the use of funds necessary for any Federal, State, Tribal, or local law enforcement agency, or any other entity carrying out the following activities: criminal investigations, prosecutions, and adjudications; administrative discipline; and the monitoring of such websites undertaken as part of official business.

AVAILABILITY OF FUNDS

SEC. 7010. No part of any appropriation contained in this Act shall remain available for obligation after the expiration of the current fiscal year unless expressly so provided by this Act: Provided, That funds appropriated for the purposes of chapters 1 and 8 of part I, sections 661 and 667, chapters 4, 5, 6, 8, and 9 of part II of the Foreign Assistance Act of 1961, section 23 of the Arms Export Control Act (22 U.S.C. 2763), and funds made available for "United States International Development Finance Corporation" and under the heading "Assistance for Europe, Eurasia and Central Asia" shall remain available for an additional 4 years from the date on which the availability of such funds would otherwise have expired, if such funds are initially obligated before the expiration of their respective periods of availability contained in this Act: Provided further, That notwithstanding any other provision of this Act, any funds made available for the purposes of chapter 1 of part I and chapter 4 of part II of the Foreign Assistance Act of 1961 which are allocated or obligated for cash disbursements in order to address balance of payments or economic policy reform objectives, shall remain available for an additional 4 years from the date on which the availability of such funds would otherwise have expired, if such funds are initially allocated or obligated before the expiration of their respective periods of availability contained in this Act.

NOTIFICATION REQUIREMENTS

SEC. 7012. (a) NOTIFICATION OF CHANGES IN PROGRAMS, PROJECTS, AND ACTIVITIES.— None of the funds made available in titles I, II, and VI, and under the headings "Peace Corps" and "Millennium Challenge Corporation", of this Act or prior Acts making appropriations for the Department of State, foreign operations, and related programs to the departments and agencies funded by this Act that remain available for obligation in fiscal year 2025, or provided from any accounts in the Treasury of the United States derived by the collection of fees or of currency reflows or other offsetting collections, or made available by transfer, to the departments and agencies funded by this Act, shall be available for obligation to—

(1) create new programs;

(2) eliminate a program, project, or activity;

(3) close, open, or reopen a mission or post;

(4) create, close, reorganize, or rename bureaus, centers, or offices; or

(5) contract out or privatize any functions or activities presently performed by Federal employees; unless the Committees on Appropriations are notified 15 days in advance of such obligation.

(b) NOTIFICATION OF REPROGRAMMING OF FUNDS.— None of the funds provided under titles I, II, and VI of this Act or prior Acts making appropriations for the Department of State, foreign operations, and related programs, to the departments and agencies funded under such titles that remain available for obligation in fiscal year 2025, or provided from any accounts in the Treasury of the United States derived by the collection of fees

available to the department and agency funded under title I of this Act, shall be available for obligation for programs, projects, or activities through a reprogramming of funds in excess of $2,000,000 or 10 percent, whichever is less, that—

(1) augments or changes existing programs, projects, or activities;

(2) reduces by 10 percent funding for any existing program, project, or activity, or numbers of personnel by 10 percent as approved by Congress; or

(3) results from any general savings, including savings from a reduction in personnel, which would result in a change in existing programs, projects, or activities as approved by Congress; unless the Committees on Appropriations are notified 15 days in advance of such reprogramming of funds.

(d) WAIVER.—The requirements of this section or any similar provision of this Act or any other Act, including any prior Act requiring notification in accordance with the regular notification procedures of the Committees on Appropriations, may be waived if failure to do so would pose a substantial risk to human health or welfare: Provided, That in case of any such waiver, notification to the Committees on Appropriations shall be provided as early as practicable, but in no event later than 3 days after taking the action to which such notification requirement was applicable, in the context of the circumstances necessitating such waiver: Provided further, That any notification provided pursuant to such a waiver shall contain an explanation of the emergency circumstances.

AUTHORIZATION REQUIREMENTS

SEC. 7015. Funds appropriated by this Act, except funds appropriated under the heading "Trade and Development Agency", may be obligated and expended notwithstanding section 10 of Public Law 91–672 (22 U.S.C. 2412), section 15 of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2680), section 313 of the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995 (22 U.S.C. 6212), and section 504(a)(1) of the National Security Act of 1947 (50 U.S.C. 3094(a)(1)).

TECHNOLOGY SECURITY

SEC. 7021. (a) INSECURE COMMUNICATIONS NETWORKS.—Funds appropriated by this Act may be made available for programs designed to enable a more prosperous and secure cyberspace, including through the Digital Connectivity and Cybersecurity Partnership, such as to—

(1) advance the adoption of secure, next-generation communications networks and services, including 5G, and cybersecurity policies, in countries receiving assistance under this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs;

(2) counter the establishment of insecure communications networks and services, including 5G, promoted by the People's Republic of China and other state backed enterprises that are subject to undue or extrajudicial control by their country of origin; and

(3) provide policy and technical training on deploying open, interoperable, reliable, and secure networks to information communication technology professionals in countries receiving assistance under this Act, as appropriate: Provided, That such funds, including funds appropriated under the heading "Economic Support Fund", may be used to strengthen civilian cybersecurity and information and communications technology capacity, including participation of foreign law enforcement and military personnel in non-military activities, notwithstanding any other provision of law and following consultation with the Committees on Appropriations.

(b) CHIPS FOR AMERICA INTERNATIONAL TECHNOLOGY SECURITY AND INNOVATION FUND.—

(1) The Secretary of State may allocate amounts made available from the Creating Helpful Incentives to Produce Semiconductors (CHIPS) for America International Technology Security and Innovation Fund for fiscal year 2025 pursuant to the transfer authority in section 102(c)(1) of the CHIPS Act of 2022 (division A of Public Law 117–167) consistent with the allocations in the President's budget submission to the Congress: Provided, That changes to such allocations shall be subject to section 7012 of this Act: Provided further, That amounts transferred to the Export-Import Bank and the United States International Development Finance Corporation pursuant to the transfer authority in section 102(c)(1) of the CHIPS Act of 2022 (division A of Public Law 117–167) may be made available for the costs of direct loans and loan guarantees, including the cost of modifying such loans, as defined in section 502 of the Congressional Budget Act of 1974.

(2) Section 102(c)(3)(B)(ii) of the CHIPS Act of 2022 shall not apply to the allocation, apportionment, or allotment of amounts for continuing administration of programs allocated using funds transferred from the CHIPS for America International Technology Security and Innovation Fund, which may be allocated pursuant to the transfer authority in section 102(c)(1) of the CHIPS Act of 2022.

FINANCIAL MANAGEMENT AND BUDGET TRANSPARENCY
SEC. 7022. Funds appropriated by this Act, including funds made available for any agency, may be made available to support the provision of additional information on United States Government foreign assistance on the "ForeignAssistance.gov" website: Provided, That all Federal agencies funded under this Act shall provide such information on foreign assistance, upon request and in a timely manner, to the Department of State and United States Agency for International Development.

SPECIAL PROVISIONS

SEC. 7025.
(c) DIRECTIVES AND AUTHORITIES.—
(4) ADDITIONAL AUTHORITY.—Of the amounts made available by this Act under the heading "Diplomatic Programs", up to $500,000 may be made available for grants pursuant to section 504 of the Foreign Relations Authorization Act, Fiscal Year 1979 (22 U.S.C. 2656d), including to facilitate collaboration with Indigenous communities.

(7) PAYMENTS.—Funds appropriated by this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs under the headings "Diplomatic Programs" and "Operating Expenses", except for funds designated by Congress as an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985, are available to provide payments pursuant to section 901(i)(2) of title IX of division J of the Further Consolidated Appropriations Act, 2020 (22 U.S.C. 2680b(i)(2)).

(8) TRANSATLANTIC ENGAGEMENT.—Funds appropriated by this Act under the heading "Diplomatic Programs" may be made available for support of an institute for transatlantic engagement.

(g) TRANSFER OF FUNDS FOR EXTRAORDINARY PROTECTION.—The Secretary of State may transfer to, and merge with, funds under the heading "Protection of Foreign Missions and Officials" unobligated balances of expired funds appropriated under the heading "Diplomatic Programs" for fiscal year 2025, at no later than the end of the fifth fiscal year after the last fiscal year for which such funds are available for the purposes for which appropriated: Provided, That not more than $50,000,000 may be transferred.

(j) REPORTS REPEALED.—

(1) The following provisions of law are hereby repealed: section 111(a) of Public Law 111 -195; section 4 of Public Law 107–243; sections 51(a)(2) and 404(e) of Public Law 84–885; section 1012(c) of Public Law 103–337; sections 549, 620C(c), 655, and 656 of Public Law 87–195; section 8 of Public Law 107–245; section 181 of Public Law 102–138; section 527(f) of Public Law 103–236; section 12(a)–(b) of Public Law 108–19; section 570(d) of Public Law 104–208; section 5103(f) of Public Law 111–13; section 4 of Public Law 79–264 (22 U.S.C. 287b(a)); section 118(f) of the Foreign Assistance Act of 1961 (22 U.S.C. 2151p1(f)); and section 6502(b) of Public Law 117–81.

(2) Section 136 of the Foreign Assistance Act of 1961 (22 U.S.C. 2152h) is amended—

(A) in subsections (e)(1)(B)(ii) and (e)(2)(B)(ii) by striking "and revision, not less frequently than once every 5 years,"; and

(B) in subsection (j)(1) by striking ", October 1, 2022, and October 1, 2027,".

(3) Section 110(b)(l) of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7107(b)(l)) is amended by striking "June 1" and inserting "June 30".

(m) EXTENSION OF AUTHORITIES.—

(1) INCENTIVES FOR CRITICAL POSTS.—The authority contained in section 1115(d) of the Supplemental Appropriations Act, 2009 (Public Law 111–32) shall remain in effect through September 30, 2025.

(2) CATEGORICAL ELIGIBILITY.—The Foreign Operations, Export Financing, and Related Programs Appropriations Act, 1990 (Public Law 101–167) is amended—

(A) in section 599D (8 U.S.C. 1157 note)—

(i) in subsection (b)(3), by striking "and 2023" and inserting "2023, 2024, and 2025"; and

(ii) in subsection (e), by striking "2023" each place it appears and inserting "2025"; and

(B) in section 599E(b)(2) (8 U.S.C. 1255 note), by striking "2023" and inserting "2025".

(3) SPECIAL INSPECTOR GENERAL FOR AFGHANISTAN RECONSTRUCTION COMPETITIVE STATUS.—Notwithstanding any other provision of law, any employee of the Special Inspector General for Afghanistan Reconstruction (SIGAR) who completes at least 12 months of continuous service after enactment of this Act or who is employed on the date on which SIGAR terminates, whichever occurs first, shall acquire competitive status for appointment to any position in the competitive service for which the employee possesses the required qualifications.

(4) TRANSFER OF BALANCES.—Section 7081(h) of the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2017 (division J of Public Law 115–31) shall continue in effect during fiscal year 2025.

(6) OVERSEAS PAY COMPARABILITY AND LIMITATION.—The authority provided by section 1113 of the Supplemental Appropriations Act, 2009 (Public Law 111–32) shall remain in effect through September 30, 2025.

(7) TIME PERIOD FOR PERSONAL SERVICES CONTRACTS.—The authority provided in section 2401 of division C of the Extending Government Funding and Delivering Emergency Assistance Act (Public Law 117–43) shall remain in effect through September 30, 2025.

(8) EXTENSION OF PROCUREMENT AUTHORITY.—Section 7077 of the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2012 (division I of Public Law 112–74) shall continue in effect during fiscal year 2025.

(9) PASSPORT FEES.—Section 1(b) of the Passport Act of June 4, 1920 (22 U.S.C. 214(b)) is amended by striking paragraph (2) and redesignating paragraph (3) as paragraph (2).

(r) SECTION 889.—For the purposes of obligations and expenditures made with funds appropriated by this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs, the waiver authority in section 889(d)(2) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Public Law 115–232) may also be available to the Secretary of State and the USAID Administrator, following consultation with the Director of National Intelligence.

(s) SECTION 5949.—Section 5949 of the James M. Inhofe National Defense Authorization Act for Fiscal Year 2023 (Public Law 117–263) is amended—

(1) in subsection (b), by adding the following new paragraph after paragraph (2): "(3) SECRETARY OF STATE. The Secretary of State, in consultation with the Director of National Intelligence or the Secretary of Defense, may provide a waiver on a date later than the effective date described in subsection (c) if the Secretary determines the waiver is in the critical national security interests of the United States."; and

(2) by redesignating paragraphs (3) through (7) as paragraphs (4) through (8), respectively.

(t) DEFINITIONS.—

(1) APPROPRIATE CONGRESSIONAL COMMITTEES.—Unless otherwise defined in this Act, for purposes of this Act the term "appropriate congressional committees" means the Committees on Appropriations and Foreign Relations of the Senate and the Committees on Appropriations and Foreign Affairs of the House of Representatives.

(2) FUNDS APPROPRIATED BY THIS ACT AND PRIOR ACTS.—Unless otherwise defined in this Act, for purposes of this Act the term "funds appropriated by this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs" means funds that remain available for obligation, and have not expired.

(u) BACK-UP CARE.—In addition to amounts otherwise available, funds made available to USAID and the Department of State in this Act or any prior Act making appropriations for the Department of State, foreign operations, and related programs may be used for unanticipated non-medical care, including childcare, eldercare, and self-care, for USAID and Department of State employees and their family members, including through the provision of such services, referrals to care providers, and reimbursement of reasonable expenses for such services.

LEGISLATIVE LANGUAGE

MIDDLE EAST AND NORTH AFRICA

SEC. 7027.
(b) IRAN.—Funds appropriated by this Act under the headings "Diplomatic Programs", "Economic Support Fund", and "Nonproliferation, Anti-terrorism, Demining and Related Programs" may be made available for the programs and activities described under this section in House Report 117–401.

SOUTH AND CENTRAL ASIA

SEC. 7030. (a) AFGHANISTAN.—
(5) AFGHAN SPECIAL IMMIGRANT VISAS.—Funds appropriated or otherwise made available by this Act under the heading "Administration for Foreign Affairs" may be made available for additional Department of State personnel necessary to eliminate processing backlogs and expedite adjudication of Afghan Special Immigrant Visa cases, including for the National Visa Center and the Afghan Special Immigrant Visa Unit.

UNITED NATIONS

SEC. 7034.
(b) ADDITIONAL AVAILABILITY.—Subject to the regular notification procedures of the Committees on Appropriations, funds appropriated by this Act which are returned or not made available due to section 307(a) of the Foreign Assistance Act of 1961 (22 U.S.C. 2227(a)), shall remain available for obligation until September 30, 2026: Provided, That the requirement to withhold funds for programs in Burma under section 307(a) of the Foreign Assistance Act of 1961 shall not apply to funds appropriated by this Act.

AIRCRAFT TRANSFER, COORDINATION, AND USE

SEC. 7038. (a) TRANSFER AUTHORITY.—Notwithstanding any other provision of law or regulation, aircraft and equipment procured with funds appropriated by this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs under the headings "Diplomatic Programs", "International Narcotics Control and Law Enforcement", "Andean Counterdrug Initiative", and "Andean Counterdrug Programs" may be used for any other program and in any region: Provided, That such authority shall apply to equipment procured with funds appropriated under the heading "Pakistan Counterinsurgency Capability Fund" in prior Acts.

(b) AIRCRAFT COORDINATION.—

(1) AUTHORITY.—The uses of aircraft purchased or leased by the Department of State and the United States Agency for International Development with funds made available in this Act or prior Acts making appropriations for the Department of State, foreign operations, and related programs should be coordinated under the authority of the appropriate Chief of Mission: Provided, That such aircraft may be used to transport, on a reimbursable or non-reimbursable basis, Federal and non-Federal personnel supporting Department of State and USAID programs and activities: Provided further, That official travel for other agencies for other purposes may be supported on a reimbursable basis, or without reimbursement when traveling on a space available basis: Provided further, That funds received by the Department of State in connection with the use of aircraft owned, leased, or chartered by the Department of State may be credited to the Working Capital Fund of the Department and shall be available for expenses related to the purchase, lease, maintenance, chartering, or operation of such aircraft.

(2) SCOPE.—The requirement and authorities of this subsection shall only apply to aircraft, the primary purpose of which is the transportation of personnel.

(c) AIRCRAFT OPERATIONS AND MAINTENANCE.—To the maximum extent practicable, the costs of operations and maintenance, including fuel, of aircraft funded by this Act shall be borne by the recipient.

DEPARTMENT OF STATE MANAGEMENT

SEC. 7043. (a) WORKING CAPITAL FUND.—Funds appropriated by this Act or otherwise made available to the Department of State for payments to the Working Capital Fund that are made available for new service centers, shall be subject to the regular notification procedures of the Committees on Appropriations.

(b) CERTIFICATION.—

(1) COMPLIANCE.—Not later than 45 days after the initial obligation of funds Appropriated under titles III and IV of this Act that are made available to a Department of State bureau or office with responsibility for the management and oversight of such funds, the Secretary of State shall certify and report to the Committees on Appropriations, on an individual bureau or office basis, that such bureau or office is in compliance with Department and Federal financial and grants management policies, procedures, and regulations, as applicable.

(2) CONSIDERATIONS.—When making a certification required by paragraph (1), the Secretary of State shall consider the capacity of a bureau or office to—

(A) account for the obligated funds at the country and program level, as appropriate;
(B) identify risks and develop mitigation and monitoring plans;
(C) establish performance measures and indicators;
(D) review activities and performance; and
(E) assess final results and reconcile finances.

(3) PLAN.—If the Secretary of State is unable to make a certification required by paragraph (1), the Secretary shall submit a plan and timeline detailing the steps to be taken to bring such bureau or office into compliance.

EXTENSION OF CONSULAR FEES AND RELATED AUTHORITIES

SEC. 7047.

(a) Section 1(b)(1) of the Passport Act of June 4, 1920 (22 U.S.C. 214(b)(1)) shall be applied through fiscal year 2025 by substituting "the costs of providing consular services" for "such costs".

(b) Section 21009 of the Emergency Appropriations for Coronavirus Health Response and Agency Operations (division B of Public Law 116–136; 134 Stat. 592) shall be applied during fiscal year 2025 by substituting "2020 through 2025" for "2020 and 2021".

(c) Discretionary amounts made available to the Department of State under the heading "Administration of Foreign Affairs" of this Act, and discretionary unobligated balances under such heading from prior Acts making appropriations for the Department of State, foreign operations, and related programs, may be transferred to the Consular and Border Security Programs account if the Secretary of State determines and reports to the Committees on Appropriations that to do so is necessary to sustain consular operations, following consultation with such Committees: Provided, That such transfer authority is in addition to any transfer authority otherwise

available in this Act and under any other provision of law: Provided further, That no amounts may be transferred from amounts designated as an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985.

(d) In addition to the uses permitted pursuant to section 286(v)(2)(A) of the Immigration and Nationality Act (8 U.S.C. 1356(v)(2)(A)), for fiscal year 2025, the Secretary of State may also use fees deposited into the Fraud Prevention and Detection Account for the costs of providing consular services.

(e) Amounts repurposed pursuant to subsection (b) are designated by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985: Provided further, That such amount shall be available only if the President designates such amount as an emergency requirement pursuant to such section 251(b)(2)(A)(i).

WAIVER AUTHORITY

SEC. 7048. Section 7070 of the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2023 (division K of Public Law 117–328) is amended by striking "2025" and inserting "2026".

AUTHORITY TO ISSUE ADMINISTRATIVE SUBPOENAS

SEC. 7054. The Secretary of State may use the authority in section 3486(a)(1)(A)(iii) of title 18, United States Code, in relevant part, and this authority shall also be available for investigations of offenses under section 878 or chapter 75 of title 18, United States Code, or a threat against a person, foreign mission, or international organization authorized to receive protection by special agents of the Department of State and the Foreign Service: Provided, That when exercising such authority, imminence of threat, if applicable, shall be determined by the Director of the Diplomatic Security Service.

CONSULAR NOTIFICATION COMPLIANCE

SEC. 7055. (a) PETITION FOR REVIEW.—
(1) JURISDICTION. Notwithstanding any other provision of law, a Federal court shall have jurisdiction to review the merits of a petition claiming violation of Article 36(1)(b) or (c) of the Vienna Convention on Consular Relations, done at Vienna April 24, 1963, or a comparable provision of a bilateral international agreement addressing consular notification and access, filed by an individual convicted and sentenced to death by any Federal or State court before the date of enactment of this Act.

(2) STANDARD. To obtain relief, an individual described in paragraph (1) must make a showing of actual prejudice to the criminal conviction or sentence as a result of the violation: Provided, That the court may conduct an evidentiary hearing if necessary to supplement the record and, upon a finding of actual prejudice, shall order a new trial or sentencing proceeding.

(3) LIMITATIONS.

(A) INITIAL SHOWING. To qualify for review under this subsection, a petition must make an initial showing that (i) a violation of Article 36(1)(b) or (c) of the Vienna Convention on Consular Relations, done at Vienna April 24, 1963, or a comparable provision of a bilateral international agreement addressing consular notification

and access, occurred with respect to the individual described in paragraph (1); and (ii) if such violation had not occurred, the consulate would have provided assistance to the individual.

(B) EFFECT OF PRIOR ADJUDICATION. A petition for review under this subsection shall not be granted if the claimed violation described in paragraph (1) has previously been adjudicated on the merits by a Federal or State court of competent jurisdiction in a proceeding in which no Federal or State procedural bars were raised with respect to such violation and in which the court provided review equivalent to the review provided in this subsection, unless the adjudication of the claim resulted in a decision that was based on an unreasonable determination of the facts in light of the evidence presented in the prior Federal or State court proceeding.

(C) FILING DEADLINE. A petition for review under this subsection shall be filed within 1 year of the later of

(i) the date of enactment of this Act;

(ii) the date on which the Federal or State court judgment against the individual described in paragraph (1) became final by the conclusion of direct review or the expiration of the time for seeking such review; or

(iii) the date on which the impediment to filing a petition created by Federal or State action in violation of the Constitution or laws of the United States is removed, if the individual described in paragraph (1) was prevented from filing by such Federal or State action.

(D) TOLLING. The time during which a properly filed application for State post-conviction or other collateral review with respect to the pertinent judgment or claim is pending shall not be counted toward the 1-year period of limitation.

(E) TIME LIMIT FOR REVIEW. A Federal court shall give priority to a petition for review filed under this subsection over all noncapital matters: Provided, That with respect to a petition for review filed under this subsection and claiming only a violation described in paragraph (1), a Federal court shall render a final determination and enter a final judgment not later than one year after the date on which the petition is filed.

(4) HABEAS PETITION. A petition for review under this subsection shall be part of the first Federal habeas corpus application or motion for Federal collateral relief under chapter 153 of title 28, United States Code, filed by an individual, except that if an individual filed a Federal habeas corpus application or motion for Federal collateral relief before the date of enactment of this Act or if such application is required to be filed before the date that is 1 year after the date of enactment of this Act, such petition for review under this subsection shall be filed not later than 1 year after the enactment date or within the period prescribed by paragraph (3)(C)(iii), whichever is later: Provided, That no petition filed in conformity with the requirements of the preceding sentence shall be considered a second or successive habeas corpus application or subjected to any bars to relief based on pre-enactment proceedings other than as specified in paragraph (2).

(5) REFERRAL TO MAGISTRATE. A Federal court acting under this subsection may refer the petition for review to a Federal magistrate for proposed findings and recommendations pursuant to 28 U.S.C. 636(b)(1)(B).

(6) APPEAL.

(A) IN GENERAL. A final order on a petition for review under paragraph (1) shall be subject to review on appeal by the court of appeals for the circuit in which the proceeding is held.

(B) APPEAL BY PETITIONER. An individual described in paragraph (1) may appeal a final order on a petition for review under paragraph (1) only if a district or circuit judge issues a certificate of appealability: Provided, That a district or circuit court judge shall issue or deny a certificate of appealability not later than 30 days after an

application for a certificate of appealability is filed: Provided further, That a district judge or circuit judge may issue a certificate of appealability under this subparagraph if the individual has made a substantial showing of actual prejudice to the criminal conviction or sentence of the individual as a result of a violation described in paragraph (1).

(b) VIOLATION.

(1) IN GENERAL. An individual not covered by subsection (a) who is arrested, detained, or held for trial on a charge that would expose the individual to a capital sentence if convicted may raise a claim of a violation of Article 36(1)(b) or (c) of the Vienna Convention on Consular Relations, done at Vienna April 24, 1963, or of a comparable provision of a bilateral international agreement addressing consular notification and access, at a reasonable time after the individual becomes aware of the violation, before the court with jurisdiction over the charge: Provided, That, upon a finding of such a violation (A) the consulate of the foreign state of which the individual is a national shall be notified immediately by the detaining authority, and consular access to the individual shall be afforded in accordance with the provisions of the Vienna Convention on Consular Relations, done at Vienna April 24, 1963, or the comparable provisions of a bilateral international agreement addressing consular notification and access; and (B) the court (i) shall postpone any proceedings to the extent the court determines necessary to allow for adequate opportunity for consular access and assistance; and (ii) may enter necessary orders to facilitate consular access and assistance.

(2) EVIDENTIARY HEARINGS. The court may conduct evidentiary hearings if necessary to resolve factual issues.

(3) RULE OF CONSTRUCTION. Nothing in this subsection shall be construed to create any additional remedy.

(c) DEFINITIONS. In this section the term "State" means any State of the United States, the District of Columbia, the Commonwealth of Puerto Rico, and any territory or possession of the United States.

(d) APPLICABILITY. The provisions of this section shall apply during the current fiscal year.

REPEAL OF HELMS AMENDMENT CONCERNING DIPLOMATIC FACILITIES

SEC. 7056. Section 305 of Public Law 100–459 is repealed.

REPORT REFORM

SEC. 7057. Notwithstanding any other provision of law, any provision of law enacted before or after the date of enactment of this section that requires submission of a report to Congress or its committees at regular periodic intervals (including annually, semi-annually, biennially, quarterly or after other stated periods) pertaining to matters within the purview of, or prepared primarily by, the Department of State shall cease to be effective three years after the date of enactment of the provision of law requiring such report and after the Secretary has identified and included in a notification to Congress any such provision of law requiring the report and a statement that the reporting requirement is terminated under this sunset legislative provision.

LEGISLATIVE LANGUAGE

DEFENSE TRADE CONTROLS REGISTRATION FEES

SEC. 7058. Section 45 of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2717) is amended as follows:

(1) in the first sentence—

(A) by inserting "defense trade control" after "100 percent of the";

(B) by striking "the Office of Defense Trade Controls of"; and

(C) by inserting after "incurred for" the following: "management, licensing, compliance, and policy activities in the defense trade controls function, including";

(2) in subpart (1), by striking "contract personnel to assist in";

(3) in subpart (2), by striking the "and" after "computer equipment and related software;";

(4) in subpart (3), by striking the period after "defense trade export controls" and inserting a semi-colon;

(5) by adding a new subpart (4) to read as follows: "the facilitation of defense trade policy development and implementation, review of commodity jurisdiction determinations, public outreach to industry and foreign parties, and analysis of scientific and technological developments as they relate to the exercise of defense trade control authorities; and"; and

(6) by adding a new subpart (5) to read as follows: "(5) contract personnel to assist in such activities.".

CONSULAR AND BORDER SECURITY PROGRAMS VISA SERVICES COST RECOVERY PROPOSAL

SEC. 7059. Section 103 of Public Law 107–173 (8 U.S.C. 1713) is amended as follows:

(1) in subsection (b)—

(A) by inserting "or surcharge" after "machine-readable visa fee"; and

(B) by inserting the following at the end: "The amount of the machine-readable visa fee or surcharge may also account for the cost of other consular services not otherwise subject to a fee or surcharge retained by the Department of State."; and

(2) in subsection (d), by inserting "or surcharges" after "amounts collected as fees".

CONSULAR AND BORDER SECURITY PROGRAMS

SEC. 7060. (a) BORDER CROSSING CARD FEE FOR MINORS. Section 410(a)(1)(A) of the Department of State and Related Agencies Appropriations Act, 1999 (title IV of Public Law 105–277) is amended by striking "a fee of $13" and inserting "a fee equal to one half the fee that would otherwise apply for processing a machine-readable combined border crossing identification card and non-immigrant visa".

(b) PASSPORT AND IMMIGRANT VISA SECURITY SURCHARGES.

(1) The fourth paragraph under the heading "Diplomatic and Consular Programs" in title IV of division B of Public Law 108–447 (8 U.S.C. 1714) is amended by inserting "and the consular protection of U.S. citizens and their interests overseas" after "in support of enhanced border security";

(2) Section 6 of Public Law 109–472 (8 U.S.C. 1714 note) is amended by inserting "and the consular protection of U.S. citizens and their interests overseas" after "in support of enhanced border security" each place it appears.

GLOBAL ENGAGEMENT CENTER

SEC. 7061. Section 1287 of the National Defense Authorization Act for Fiscal Year 2017 (22 U.S.C. 2656 note) is amended by striking subsection (j).

PROTECTIVE SERVICES

SEC. 7062. Of the funds appropriated under the heading "Diplomatic Programs" by this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs, except for funds designated by the Congress as an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985, up to $40,000,000 may be made available to provide protective services to former or retired senior Department of State officials or employees that the Secretary of State, in consultation with the Director of National Intelligence, determines, and reports to congressional leadership and the appropriate congressional committees, face a serious and credible threat from a foreign power or the agent of a foreign power arising from duties performed by such official or employee while employed by the Department: Provided, That such determination shall include a justification for the provision of protective services by the Department, including the identification of the specific nature of the threat and the anticipated duration of such services provided, which may be submitted in classified form, if necessary: Provided further, That such protective services shall be consistent with other such services performed by the Bureau of Diplomatic Security under 22 U.S.C. 2709 for Department officials, and shall be made available for an initial period of not more than 180 days, which may be extended for additional consecutive periods of 90 days upon a subsequent determination by the Secretary that the specific threat persists: Provided further, That not later than 45 days after the enactment of this Act and quarterly thereafter, the Secretary shall submit a report to congressional leadership and the appropriate congressional committees detailing the number of individuals receiving protective services and the amount of funds expended for such services on a case-by-case basis, which may be submitted in classified form, if necessary: Provided further, That for purposes of this section, a former or retired senior Department of State official or employee means a person that served in the Department at the Assistant Secretary, Special Representative, or Senior Advisor level, or in a comparable or more senior position, and has separated from service at the Department: Provided further, That funds made available pursuant to this section are in addition to amounts otherwise made available for such purposes: Provided further, That the Department of State is authorized to make more than $40,000,000 available to provide protective services pursuant to this section, subject to the regular notification procedures of the Committees on Appropriations.

LEGISLATIVE LANGUAGE

AUTHORITY TO USE CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS FUNDS FOR INTERNATIONAL ENERGY FORUM CONTRIBUTIONS

SEC. 7063. For fiscal year 2025, United States contributions in support of the International Energy Forum may be paid from funds appropriated under the heading "Contributions to International Organizations".

EXTENSION OF CERTAIN PRIVILEGES AND IMMUNITIES TO THE INTERNATIONAL ENERGY FORUM

SEC. 7064. The International Organizations Immunities Act (22 U.S.C. 288 et seq.) is amended by adding at the end the following new section:

"SEC. 18. Under such terms and conditions as the President shall determine, the President is authorized to extend the provisions of this subchapter to the International Energy Forum Secretariat in the same manner, to the same extent, and subject to the same conditions, as they may be extended to a public international organization in which the United States participates pursuant to any treaty or under the authority of any Act of Congress authorizing such participation or making an appropriation for such participation."

ENDURING WELCOME PROGRAM ACCOUNT

SEC. 7067. There is established an account in the Treasury to be known as the "Enduring Welcome Program Account" to provide for relocation and related support of individuals at risk as a result of the situation in Afghanistan, including travel and related expenditures, security, sustainment and other needs, fees, examinations, facilities, and administrative expenses, notwithstanding any other provision of law: Provided, That funds made available to this account shall remain available until expended: Provided further, That such funds may be made available as contributions and are in addition to funds otherwise available for such purposes: Provided further, That such funds may be used for security vetting of eligible individuals at risk from Afghanistan, including biometric information collection and security analysis of other information, notwithstanding any other provision of law: Provided further, That such funds may be considered to be foreign assistance under the Foreign Assistance Act of 1961 for purposes of making available the administrative authorities contained in that Act, as appropriate: Provided further, That unobligated balances from prior year appropriations made available to the Department of State for support for Operation Enduring Welcome and related efforts, including amounts transferred to the Department pursuant to section 122 of division A of Public Law 117–180, may be transferred to and merged with funds available in this account: Provided further, That amounts transferred pursuant to this section that were previously designated by the Congress as an emergency requirement pursuant to a concurrent resolution on the Budget or the Balanced Budget and Emergency Deficit Control Act of 1985 shall retain such designation.

INTERNET AS A UTILITY

SEC. 7068. Section 3(n) of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2670) is amended by striking "where Department personnel receive a post hardship differential equivalent to 30 percent or more above basic compensation".

LEGISLATIVE LANGUAGE

ASSISTANT SECRETARY CAP

SEC. 7072. Section 1(c)(1) of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2651a(c)(1)) is amended by striking "24" and inserting "30".

DOMESTIC PSC AUTHORITY

SEC. 7073. (a) AUTHORITY.—In addition to other authorities that may be available and notwithstanding any applicable restrictions on the ability of the Department of State to enter into personal services contracts, the authorities of section 2(c) of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2669(c)), section 636(a)(3) of the Foreign Assistance Act of 1961 (22 U.S.C. 2396(a)(3)), and section 5(a)(6)3 of the Migration and Refugee Assistance Act of 1962 (22 U.S.C. 2605(a)(6)) may be exercised, without regard to the geographic limitations referenced therein, particularly to enter into, extend, and maintain contracts to respond to exigent circumstances or other situations as the Secretary deems appropriate.

(b) EMPLOYING AND ALLOCATING PERSONNEL.

(1) The authority of this section may be carried out to employ up to 200 personal services contractors in the United States in the current fiscal year.

(2) The Department of State may allocate such number of individuals for domestic employment to bureaus and offices, as appropriate, without regard to the sources of funding such office relies on to compensate individuals.

INTERNATIONAL BOUNDARY AND WATER COMMISSION

SEC. 7075. The United States Section of the International Boundary and Water Commission, United States and Mexico, is hereafter authorized to receive funds, including through grants or other funding agreements, from Federal or non-Federal entities to carry out the functions of the United States Section and to study, design, construct, operate, and maintain treatment and flood control works and related structures: Provided, That funds received under the authority of this section shall be deposited into an appropriate account in the Treasury, to remain available until expended.

LANGUAGE INCENTIVE PAY FOR CIVIL SERVICE POSITIONS

SEC. 7089. The Secretary of State and USAID Administrator may provide special monetary incentives to acquire or retain proficiency in foreign languages to civil service employees who serve in domestic positions that require critical language skills: Provided, That the amounts of such incentives should be similar to the language incentive pay provided to members of the Foreign Service under the Foreign Service Act of 1980.

EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH PRIVILEGES AND IMMUNITIES

SEC. 7090. The International Organizations Immunities Act (22 U.S.C. 288 et seq.) is amended by adding at the end the following new section:

LEGISLATIVE LANGUAGE

"SEC. 21. Under such terms and conditions as the President shall determine, the President is authorized to extend the provisions of this subchapter to the European Organization for Nuclear Research in the same manner, to the same extent, and subject to the same conditions, as they may be extended to a public international organization in which the United States participates pursuant to any treaty or under the authority of any Act of Congress authorizing such participation or making an appropriation for such participation.".

OTHER TRANSACTION AUTHORITY PILOT

SEC. 7091. (a) AUTHORITY. The Secretary of State may carry out a pilot program using the authorities of section 4021 of title 10, United States Code, subject to the requirements in this section, for the purpose of engaging in other transactions (other than contracts, cooperative agreements, and grants), including for research and development regarding advanced critical security technology, such as for advanced technologies, enhanced research, prototype projects, production, cost sharing or matching, and advance payment, without regard to competitive procedures.

(b) GUIDANCE. The Secretary shall develop guidelines for use of other transactions under the pilot in consultation with the Office of Management and Budget and make such guidelines publicly available. The Secretary shall not have authority to carry out other transactions under the pilot until the guidelines for other transactions have been made publicly available. The guidelines shall include the following requirements:

(1) An other transaction may be approved under the pilot only if the Department's senior procurement executive determines that use of a contract, grant, or cooperative agreement is not feasible or appropriate.

(2) To the maximum extent practicable, such other transactions shall be allocated by the Department in a manner which will enable small business concerns to participate equitably and proportionately in the conduct of the work of the Department.

(c) REPORT. Not later than one year after the publication of guidance issued under subsection (b), the Secretary shall provide a report to Congress detailing the projects for which the authority granted by subsection (a) was used, the rationale for its use, the funds spent using that authority, the outcome of each project for which that authority was used, and the results of any management reviews of such projects.

(d) TERMINATION. The authority to enter into other transactions under this pilot program terminates September 30, 2031.

ENSURE PROTECTION FOR CERTAIN SENSITIVE FOREIGN GOVERNMENT INFORMATION

SEC. 7092. Section 130c of title 10, United States Code, is amended—

(1) in subsection (a), by inserting at the end ", and in accordance with section 552(b)(3) of title 5, United States Code"; and

(2) in subsection (h)(1), by adding the following new subparagraphs at the end:

"(D) The Secretary of State, with respect to information of concern to the Department of State, as determined by the Secretary; and

"(E) The Administrator of the United States Agency for International Development, with respect to information of concern to the United States Agency for International Development, as determined by the Administrator.".

REST AND RECUPERATION AND OVERSEAS OPERATIONS LEAVE FOR FEDERAL EMPLOYEES

SEC. 7093. (a) IN GENERAL. —Subchapter II of chapter 63 of title 5, United States Code, is amended by adding at the end the following new sections:

"Sec. 6329e. Rest and recuperation leave

"(a) Definitions. —In this section—

"(1) the term 'agency' means an Executive agency (as that term is defined in section 105), but does not include the Government Accountability Office;
"(2) the term 'combat zone' means a geographic area designated by an Executive order of the President as an area in which the Armed Forces are engaging or have engaged in combat, an area designated by law to be treated as a combat zone, or a location the Department of Defense has certified for combat zone tax benefits due to its direct support of military operations;
"(3) the term 'employee' has the meaning given that term in section 6301;
"(4) the term 'high risk, high threat post' has the meaning given that term in section 104 of the Omnibus Diplomatic Security and Antiterrorism Act of 1986 (22 U.S.C. 4803); and
"(5) the term 'leave year' means the period beginning on the first day of the first complete pay period in a calendar year and ending on the day immediately before the first day of the first complete pay period in the following calendar year.

"(b) Leave for Rest and Recuperation.—The head of an agency may prescribe regulations to grant up to 20 days of paid leave, per leave year, for the purposes of rest and recuperation to an employee of the agency serving in a combat zone, any other high risk, high threat post, or any other location presenting significant security or operational challenges.

"(c) Discretionary Authority of Agency Head.—Use of the authority under subsection (b) is at the sole and exclusive discretion of the head of the agency concerned.

"(d) Records.—An agency shall record leave provided under this section separately from leave authorized under any other provision of law."; and

"Sec. 6329f. Overseas operations leave

"(a) Definitions.—In this section—

"(1) the term 'agency' means an Executive agency (as that term is defined in section 105), but does not include the Government Accountability Office.
"(2) the term 'employee' has the meaning given that term in section 6301; and
"(3) the term 'leave year' means the period beginning with the first day of the first complete pay period in a calendar year and ending with the day immediately before the first day of the first complete pay period in the following calendar year.

"(b) Leave for Overseas Operations.—The head of an agency may prescribe regulations to grant up to 10 days of paid leave, per leave year, to an employee of the agency serving abroad where the conduct of business would be inconsistent with host-country practice.

"(c) Discretionary Authority of Agency Head.—Use of the authority under subsection (b) is at the sole and exclusive discretion of the head of the agency concerned.

"(d) Records.—An agency shall record leave provided under this section separately from leave authorized under any other provision of law.".

(b) CLERICAL AMENDMENTS.—The table of sections at the beginning of such chapter is amended by inserting after the item relating to section 6329d the following new items:

"6329e. Rest and recuperation leave."; and
"6329f. Overseas operations leave.".

FOREIGN SERVICE SUSPENSION WITHOUT PAY

SEC. 7094. Section 610(c)(6) of the Foreign Service Act of 1980 (22 U.S.C. 4010(c)(6)) is amended by striking "paragraph (1)(B)" and inserting "this subsection".

SPECIAL APPOINTMENT WAIVER

SEC. 7095. Section 1(j) of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2651a(j)) is amended by adding the following new paragraph at the end:

"(7) Waiver. The Secretary of State may waive any provision of this subsection if the Secretary determines and reports to the appropriate congressional committees that to do so is in the national interest of the United States.".

ANTI-KLEPTOCRACY AND HUMAN RIGHTS

SEC. 7096. ANTI-KLEPTOCRACY AND HUMAN RIGHTS.—

(a) INELIGIBILITY.—

(1) OFFICIALS OF FOREIGN GOVERNMENTS.—

(A) Officials of foreign governments and their immediate family members about whom the Secretary of State has credible information have been involved, directly or indirectly, in significant corruption, including corruption related to the extraction of natural resources, or a gross violation of human rights, including the wrongful detention of locally employed staff of a United States diplomatic mission or a United States citizen or national, may be deemed ineligible for entry into the United States.

(B) Concurrent with the application of clause (i), the Secretary may, as appropriate, refer the matter to the Office of Foreign Assets Control, Department of the Treasury, to determine whether to apply sanctions authorities in accordance with United States law to block the transfer of property and interests in property, and all financial transactions, in the United States involving any person described in such subparagraph.

LEGISLATIVE LANGUAGE

(C) The Secretary may also publicly or privately designate or identify the officials of foreign governments and their immediate family members about whom the Secretary has such credible information without regard to whether the individual has applied for a visa.

(2) OTHER FOREIGN PERSONS.—

(A) Other foreign persons and their immediate family members about whom the Secretary of State has credible information have enabled, facilitated, or otherwise been involved in significant corruption, including through the laundering of its proceeds, obstruction of judicial or investigative processes, or bribery, among other acts, may be deemed ineligible for entry into the United States.

(B) The Secretary may publicly or privately designate or identify the other foreign individuals and their immediate family members about whom the Secretary of State has such credible information without regard to whether the individual has applied for a visa.

(b) EXCEPTION.—Individuals shall not be ineligible for entry into the United States pursuant to paragraph (1) if such entry would further important United States law enforcement objectives or is necessary to permit the United States to fulfill its obligations under the United Nations Headquarters Agreement: Provided, That nothing in paragraph (1) shall be construed to derogate from United States Government obligations under applicable international agreements.

(c) CLARIFICATION.—For purposes of paragraphs (1)(A)(iii) and 1(B)(ii), the records of the Department of State and of diplomatic and consular offices of the United States pertaining to the issuance or refusal of visas or permits to enter the United States shall not be considered confidential.

FUNDING CROSSCUTS

Diversity, Equity, Inclusion, and Accessibility (DEIA)
Global Climate Change
Indo-Pacific Strategy
Irregular Migration in the Western Hemisphere
Information Technology (IT)
Cybersecurity

DEPARTMENT OF STATE
DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY
FY 2025 REQUEST

Secretary Blinken established the Office of Diversity and Inclusion (S/ODI) within the Office of the Secretary (S) in June 2021. S/ODI was created with the mandate to use data and barrier analyses to identify Department policies, practices, and procedures that might need to be changed to ensure equal opportunity and better integration of diversity, equity, inclusion, and accessibility (DEIA) into the State Department's domestic and overseas operations. S/ODI drafted the Department's five-year DEIA Strategic Plan and is working with implementing partners across the Department to achieve the objectives and milestones outlined in it.

S/ODI's work is supported by the Diversity and Inclusion Leadership Council, which is made up of bureau Deputy Assistant Secretaries and DEIA senior advisors. The Leadership Council ensures that the goals and objectives outlined in the Department's DEIA Strategic Plan are implemented within each bureau and that best practices are being shared across the Department and at State's overseas posts.

To ensure that proposed policy changes are informed by evidence and data, S/ODI established the DEIA Data Working Group in the summer of 2021. The Group includes data experts from S/ODI, the Bureau of Global Talent Management (GTM), the Office of Civil Rights, and the Office of Management Strategy and Solutions.

The Working Group developed a DEIA Demographic Baseline Report for the Department. Updated annually, the Report provides a bureau-by-bureau breakdown of the Department's civil and foreign service workforces by race, ethnicity, sex, status of disability, grade, rank, and job series skill codes. The Working Group is also conducting a series of barrier analyses to identify potential barriers to equal opportunity.

In coordination with GTM, S/ODI made DEIA one of the five Foreign Service (FS) core precepts for the first time, effective April 2022. Reflective of this change, in order to be competitive for promotion all Foreign Service (FS) personnel must outline in their annual performance evaluations how they uphold and advanced DEIA principles in their current work. All Civil Service (CS) employees are also required to advance DEIA as part of their work commitments in their annual evaluations.

S/ODI also established the Chief Diversity and Inclusion Officer's (CDIO's) Small Project Initiative (the Initiative) in April 2022. The Initiative provides between $500 and $10,000 for projects that advance the Department's DEIA mission domestically, as well as at overseas embassies and consulates. S/ODI committed an initial tranche of $100,000 for FY 2022 and has committed another $250,000 for FY 2023 based on high demand.

In addition, S/ODI conducted the first Department-wide DEIA Climate Survey in the spring of 2022 and sent a cable to overseas posts with details in September. The DEIA Climate Survey is designed to be conducted every two years and it will be conducted again in the late spring 2024.

During FY 2024, CDIO and S/ODI efforts are focused on:

- coordinating implementation of the DEIA Strategic Plan;
- conducting data and barrier analyses to ensure evidence informs decision-making and identifies potential barriers to equal opportunity;
- continuing to strengthen engagement with bureaus and overseas posts, Employee Organizations, and DEIA senior advisors;
- reviewing and approving budget allocations that fund DEIA activities;
- encouraging all bureaus to commit more funding to support DEIA activities, including training; and,

- working with GTM to expand initiatives to recruit, retain, and develop a workforce that reflects the diversity of the United States. These efforts will include the Department's new paid internship program.

The FY 2025 Request for DEIA is $73.6 million, a $3.9 million (5.4 percent) increase above FY 2023. These resources support Department-wide activities, as well as specific initiatives undertaken by: GTM; the Foreign Service Institute (FSI); Diplomatic Security (DS); the Bureau of Overseas Buildings Operations (OBO); the Office of Inspector General (OIG); and, the Office of the Secretary (S). All initiatives will be consistent with Equal Employment Opportunity Commission (EEOC) requirements in the federal sector.

The majority of the increase will enable GTM's Office of Accessibility and Accommodations to expand accessibility and reasonable accommodations for the Department's workforce. The remainder of the increase will support DEIA-related Office of Inspector General costs. Sustained initiatives across the Request include:

- meeting the Administration's commitment to revitalize the global workforce, including by strengthening DEIA programs;
- continuing the Department's paid internships program;
- providing workforce training on inclusive leadership;
- integrating modernized recruitment methods, mirroring industry best practices;
- expanding recruitment and retention of Department employees from varied backgrounds;
- promoting a workplace free of discrimination, harassment, or other behavior detrimental to an inclusive and positive work environment;
- expanding Department employees' understanding of DEIA;
- advancing activities to engage diverse stakeholders for policy and program consultation;
- increasing recruitment of and support for persons with disabilities, including in the Foreign Service (FS). This will build upon changes in the Department's FS candidacy policy that have opened up additional possibilities at overseas posts; and,
- establishing interactive Data Dashboards to share demographic data with the workforce and management teams.

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY

Diversity, Equity, Inclusion, and Accessibility Crosscut Summary

($ in Thousands)

BUREAU	PROGRAM / ACTIVITY	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		Increase/Decrease	
		Funds	Positions	Funds	Positions	Funds	Positions	Funds	Positions
FSI		**2,900**	**-**	**2,900**	**-**	**2,900**	**-**	**-**	**-**
	Diversity, Inclusion, and Unconscious Bias Training	2,400	-	2,400		2,400	-	-	-
	Diversity and Inclusion Course Development and Training	500	-	500	-	500	-	-	-
GTM		**50,328**	**-**	**50,328**	**-**	**54,132**	**-**	**3,804**	**-**
	Accessibility and Accommodations; Disability Hiring Programs	7,668	-	7,668	-	11,472	-	3,804	-
	Rangel and Pickering Fellowship Program	12,485	-	12,485	-	12,485	-	-	-
	U.S. Foreign Service Internship Program	1,200	-	1,200	-	1,200	-	-	-
	Foreign Affairs Information Technology (FAIT) Fellowship	2,643	-	2,643	-	2,643	-	-	-
	.	3,982	-	3,982	-	3,982	-	-	-
	Colin Powell Leadership Program	2,531	-	2,531	-	2,531	-	-	-
	Paid internships [50% by GTM and 50% bureau-funded]	18,000	-	18,000	-	18,000	-	-	-
	Fellowship Program for DS Recruitment	1,819	-	1,819	-	1,819	-	-	-
DS		**2,539**	**1**	**2,539**	**1**	**2,539**	**1**	**-**	**-**
	DS Security Fellowship Program and DEIA Officer	2,539	1	2,539	1	2,539	1	-	-
OBO		**5,000**	**-**	**5,000**	**-**	**5,000**	**-**	**-**	**-**
	Accessible Housing Program	5,000	-	5,000	-	5,000	-	-	-
OIG		**-**	**-**	**75**	**-**	**75**	**-**	**75**	**-**
	DEIA Dashboard	-	-	75	-	75	-	75	-
S		**8,982**	**20**	**8,982**	**20**	**8,982**	**20**	**-**	**-**
S/ODI	Office of Diversity and Inclusion	7,249	13	7,249	13	7,249	13	-	-
S/OCR	Anti-bullying Initiative	1,733	7	1,733	7	1,733	7	-	-
Grand Total		**69,749**	**21**	**69,824**	**21**	**73,628**	**21**	**3,879**	**-**

GLOBAL CLIMATE CHANGE
DIPLOMATIC ENGAGEMENT
FY 2025 REQUEST
GLOBAL CLIMATE CHANGE

The financial, health, and operational impacts of climate change are becoming even more stark, with wildfires, droughts, and blackouts affecting the Department's worldwide operations, facilities, personnel, and supply chains. The Administration is deeply committed to addressing this critical issue with the speed and breadth of action it clearly requires. Since the President issued Executive Order (E.O.)14008[1] and 14057[2] in 2021, the Administration has subsequently released the Federal Sustainability Plan and E.O. 14057 Implementing Instructions. These additional documents have further underscored the strength of the climate and sustainability vision for the U.S. Government, including performance mandates.

In 2022, Congress supported strong climate action via the Inflation Reduction Act, which, in addition to the Energy Policy Act of 2020 (EPACT 2020) and the Disaster Resiliency Planning Act (2022), provides significant changes for U.S. performance mandates and technology choices for operations and facilities.

Reflecting these changes, the State Department's FY 2025 Request includes an additional $18 million over FY 2023 Actual to meet the vision and mandates laid out by the Administration and Congress, as well as sustain a leadership role for climate solutions on the global stage.

While sustainability is a key responsibility of both policy and management staff, the Department has limited dedicated personnel and funding to meet the full range of administrative and statutory mandates. Trained staff are required to manage the relevant portfolios associated with these activities. The wide range of issues that need to be addressed include such elements as performance contracts management, battery storage, compliance with auditing requirements, energy portfolio management, procurement, risk analysis, and other specialized fields.

Trained, specialized staff will be essential to the Department's efforts to ensure it meets associated mandates and improves its operational resilience. Similarly, dedicated funding for sustainability projects will be required to facilitate compliance with statutory and executive performance requirements, as well as mitigate risks from climate change for State facilities, personnel, and operations.

In addressing the management element of the Department's efforts, the increased funding will serve as a down payment toward building cost-effective, in-house capacity that will deliver long-term cost avoidance and risk mitigation for the financial, life safety, and operational risks of climate change.

The FY 2025 Request sustains the Human Resource Initiative (HRI) for Global Climate Diplomacy. Since FY 2022, this initiative has added 20 new Foreign Service (FS) positions that are focused on climate-related diplomacy in six regional Bureaus: African Affairs (AF); East Asian and Pacific Affairs (EAP); European and Eurasian Affairs (EUR); Near Eastern Affairs (NEA); South and Central Asian Affairs (SCA); and Western Hemisphere Affairs (WHA).

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[1] Executive Order 14008: Tackling the Climate Crisis at Home and Abroad. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/27/executive-order-on-tackling-the-climate-crisis-at-home-and-abroad/

[2] Executive order 14057: Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/12/08/executive-order-on-catalyzing-clean-energy-industries-and-jobs-through-federal-sustainability/

GLOBAL CLIMATE CHANGE

In FY 2025, the Department is centralizing the management of non-residential utility funding and transferring responsibility for the majority of these costs from the regional bureaus to the Bureau of Overseas Buildings Operations (OBO). Consolidating the management and oversight of this spending will align design, investment, and maintenance incentives to achieve statutory requirements. Through this change, OBO intends to: maximize efficiency, aiming to reach 100 percent clean energy by 2030 and net-zero emissions by 2050; address long-standing challenges for improving utility tracking and perforce; institute enhanced management controls; provide greater transparency to International Cooperative Administrative Support Services (ICASS) customers; and, enable the Department to comply with statutory requirements to report energy and water costs and consumption.

Although slightly less than FY 2023 Actual, the FY 2025 Request for Embassy Security, Construction and Maintenance (ESCM) includes a total of $81.2 million for energy and climate security initiatives executed by OBO.

- OBO's share of the Capital Security Cost Sharing and Maintenance Cost Sharing (CSCS-MCS) programs includes $28.1 million for energy savings and climate security projects and program administration.

- $2.1 million to recruit and enhance facility management expertise across Department's global footprint, including expertise to address climate change through energy efficiency and climate resilience.

- $48.1 million realigned from the regional bureaus to OBO to consolidate non-residential utilities expenses to incentivize efficiencies, with increase of $2.8 million for new facilities overseas.

The Diplomatic Programs request includes a $1 million increase above FY 2023 Actual for the Bureau of Oceans and International Environmental and Scientific Affairs (OES) to provide continued support for the Atlantic Cooperation Initiative. OES leads multilateral and interagency efforts to create a diplomatic forum comprised of coastal Atlantic states committed to rule of law, prosperity, and environmental sustainability in the Atlantic Ocean.

In addition, the FY 2025 Request includes an increase of $500,000 for the Bureau of Administration (A) to enhance the Department's infrastructure for electric vehicles.

While these efforts represent positive progress toward achieving U.S. goals in tackling climate change, the Department has remaining needs for both its overseas and domestic real property portfolios and its workforce development that are not reflected in this Request. Recognizing these needs must be addressed over a longer time horizon, the bureaus will place increased immediate emphasis on improving compliance, optimizing operations, addressing long-term risk mitigation, and making progress in complying with new statutory and executive requirements.

Global Climate Change Crosscut Summary

($ in thousands)

Bureau	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing
Bureau of Administration (A)								
Electric Vehicles	5,000	-	5,500	-	5,500	-	500	-
Subtotal, A	**5,000**	**-**	**5,500**	**-**	**5,500**	**-**	**500**	**-**
Foreign Service Institute (FSI)								
Center of Climate and Sustainability Diplomacy	4,999	-	4,999	-	4,999	-	-	-
Subtotal, FSI	**4,999**	**-**	**4,999**	**-**	**4,999**	**-**	**-**	**-**
Human Resources Initiative (HRI)								
Global Climate Diplomacy [4]	7,254	20	7,323	20	7,510	20	256	-
Subtotal, HRI	**7,254**	**20**	**7,323**	**20**	**7,510**	**20**	**256**	**-**
Office of Management Strategy and Solutions (M/SS)								
Greening Diplomacy Initiative (GDI)[1]	675	4	675	4	675	4	-	-
Subtotal, M/SS	**675**	**4**	**675**	**4**	**675**	**4**	**-**	**-**
Bureau of Oceans and International Environmental and Scientific Affairs (OES)								
Office of Global Change	8,515	29	9,765	32	8,515	29	-	-
U.S. Messaging, U.N. Center for Conference of the Parties (PD)	-	-	-	-	1,000	-	1,000	-
Subtotal, OES	**8,515**	**29**	**9,765**	**32**	**9,515**	**29**	**1,000**	**-**
Office of the Secretary (S)								
Special Presidential Envoy for Climate (SPEC)	16,833	8	16,833	8	16,887	8	54	-
Subtotal, Office of the Secretary	**16,833**	**8**	**16,833**	**8**	**16,887**	**8**	**54**	**-**

GLOBAL CLIMATE CHANGE

Bureau	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing
Bureau of Western Hemisphere Affairs (WHA)								
Climate and Sustainability Positions	-	-	-	-	-	-	-	-
Subtotal, WHA	-	-	-	-	-	-	-	-
Regional Bureaus								
Utilities Base Transfer	-	-	-	-	(48,134)	-	(48,134)	-
Subtotal, Regional Bureaus	-	-	-	-	**(48,134)**	-	**(48,134)**	-
Total Diplomatic Programs	**43,276**	**61**	**45,095**	**64**	**(3,048)**	**61**	**(46,324)**	-
Bureau of Educational and Cultural Affairs (ECA)								
Education and Cultural Exchange (ECE)								
Academic Programs	10,920	3	12,420	3	10,920	3	-	-
Professional and Cultural Exchanges	9,325	2	9,189	2	9,325	2	-	-
Program and Performance	850	3	1,000	3	850	3	-	-
Subtotal, ECA	**21,095**	**8**	**22,609**	**8**	**21,095**	**8**	-	-
Bureau of Overseas Buildings Operations (OBO)								
Embassy Security, Construction, and Maintenance (ESCM)								
Talent Management	-	-	2,138	-	2,138	-	2,138	-
Overseas Climate Resilience, Building Energy, and Sustainability Projects and Program Administration[2]	16,900	-	15,720	-	28,124	-	11,224	-
Energy and Climate Security & Resiliency	-	-	7,800	-	-	-	-	-
Utilities Base Transfer	-	-	-	-	48,134	-	48,134	-
Utilities Program (Increase for New Facilities)	-	-	-	-	2,800	-	2,800	-
Subtotal, OBO	**16,900**	-	**25,658**	-	**81,196**	-	**64,296**	-

GLOBAL CLIMATE CHANGE

Bureau	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing
Grand Total	**81,271**	**69**	**93,362**	**72**	**99,243**	**69**	**17,972**	**-**

[1] *Includes International Cooperative Administrative Support Services (ICASS) funding.*
[2] *Embassy Security, Construction, and Maintenance (ESCM) share of Maintenance Cost Sharing (MCS) allocation for Climate and Energy Projects.*
[3] *ESCM share of MCS allocation for Climate Security & Resiliency and Energy Programs.*
[4] *As of FY2024, the 20 Global Climate Diplomacy FS positions have been allocated to AF (5), EAP (5), EUR (2), NEA (2), SCA (2), and WHA (4).*

DEPARTMENT OF STATE
INDO-PACIFIC STRATEGY AND COMPETITION WITH THE PEOPLE'S REPUBLIC OF CHINA
FY 2025 REQUEST

The Indo-Pacific region is home to more than half the world's population, two-thirds of the world's economy, and seven of the world's largest militaries. The Biden-Harris Administration is determined to strengthen and scale the United States' long-term position and commitment across the region. The Department's approach aligns closely with our closest allies in East Asia and the Pacific (EAP) region. However, to achieve its desired international order, the United States cooperates with partners and missions around the world. This crosscut of the Department's Diplomatic Engagement (DE) funding highlights the United States' outreach in EAP region, as well as other regional and global efforts to implement the Indo-Pacific Strategy and compete with the People's Republic of China (PRC).

Indo-Pacific Strategy and Competition with the People's Republic of China (PRC)

($ in thousands)

East Asia and Pacific Diplomatic Engagement Funding	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds
East Asia Pacific, Diplomatic Engagement Funding	***1,775***	***2,170,959***	***1,780***	***1,000,244***	***1,830***	***1,817,168***	***55***	***(353,791)***
Diplomatic Programs – Bureau of East Asian & Pacific Affairs (EAP)	**1,138**	**429,172**	**1,138**	**401,313**	**1,188**	**450,768**	**50**	**21,596**
Program Operations [1]	984	341,037	984	318,134	1,034	361,635	50	20,598
Public Diplomacy [2]	154	88,135	154	83,179	154	89,133	-	998
Diplomatic Programs - Global Engagement Center	**7**	**4,168**	**7**	**4,168**	**7**	**5,668**	**-**	**1,500**
China [3]	7	4,168	7	4,168	7	5,668	-	1,500
Diplomatic Security	**163**	**132,252**	**163**	**132,252**	**163**	**133,752**	**-**	**1,500**
Embassy Security, Construction, and Maintenance Overseas Buildings Operations [4]	**-**	**1,300,194**	**-**	**151,974**	**-**	**894,103**	**-**	**(406,091)**
Maintenance & Construction	-	32,000	-	33,600	-	5,000	-	(27,000)

East Asia and Pacific Diplomatic Engagement Funding	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds
Operations	-	82,680	-	85,242	-	7,732	-	(74,948)
Worldwide Security Upgrades	-	1,185,514	-	33,132	-	881,371	-	(304,143)
Consular and Border Security Programs (CBSP) [5]	**467**	**60,434**	**472**	**62,398**	**472**	**77,451**	**5**	**17,017**
Educational & Cultural Exchanges [6]	**-**	**118,613**	**-**	**124,813**	**-**	**124,813**	**-**	**6,200**
Young Southeast Asian Leaders Initiative (non-add)	-	10,300	-	16,500	-	16,500	-	6,200
East-West Center	**-**	**22,000**	**-**	**22,000**	**-**	**22,255**	**-**	**255**
Center for Middle Eastern-Western Dialogue	**-**	**177**	**-**	**177**	**-**	**195**	**-**	**18**
Eisenhower Exchange Fellowship	**-**	**175**	**-**	**175**	**-**	**185**	**-**	**10**
Israeli-Arab Scholarship	**-**	**91**	**-**	**91**	**-**	**160**	**-**	**69**
Payment to the American Institute in Taiwan	**-**	**34,083**	**-**	**34,083**	**-**	**38,218**	**-**	**4,135**
The Asia Foundation	**-**	**22,000**	**-**	**22,000**	**-**	**22,000**	**-**	**-**
National Endowment for Democracy	**-**	**47,600**	**-**	**44,800**	**-**	**47,600**	**-**	**-**

Other Indo-Pacific Diplomatic Engagement Funding	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds
Other Indo-Pacific, Diplomatic Engagement	***275***	***135,723***	***275***	***136,429***	***278***	***138,363***	***3***	***2,640***
Diplomatic Programs - Democracy, Human Rights, and Labor	**19**	**2,591**	**19**	**2,591**	**19**	**2,591**	**-**	**-**
Program Operations	19	2,591	19	2,591	19	2,591	-	-
Diplomatic Programs - Economic and Business Affairs	**-**	**-**	**-**	**-**	**1**	**197**	**1**	**197**

INDO-PACIFIC STRATEGY AND COMPETITION WITH THE PEOPLE'S REPUBLIC OF CHINA

Other Indo-Pacific Diplomatic Engagement Funding	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds
Program Operations [7]	-	-	-	-	1	197	1	197
Diplomatic Programs - Energy Resources	**14**	**2,566**	**14**	**2,566**	**14**	**2,566**	**-**	**-**
Program Operations	14	2,566	14	2,566	14	2,566	-	-
Diplomatic Programs - South and Central Asian Affairs	**238**	**97,013**	**238**	**97,013**	**238**	**99,068**	**-**	**2,055**
Program Operations [8]	198	80,894	198	80,894	198	82,949	-	2,055
Public Diplomacy	40	16,119	40	16,119	40	16,119	-	-
Educational & Cultural Exchanges - South and Central Asian region	**-**	**31,501**	**-**	**31,819**	**-**	**31,501**	-	-
Diplomatic Programs - Oceans and International Environment and Scientific Affairs	**4**	**1,045**	**4**	**1,045**	**4**	**1,045**	-	-
Diplomatic Programs - International Security and Nonproliferation	**-**	**682**	**-**	**682**	**-**	**682**	**-**	**-**
Emerging Tech Supporting Indo-Pac	-	682	-	682	-	682	-	-
Diplomatic Programs - Arms Control, Deterrence, and Stability	**-**	**325**	**-**	**325**	**-**	**325**	**-**	**-**
Program Operations	-	325	-	325		325	-	-
Diplomatic Programs - Office of the Legal Adviser	**-**	**-**	**2**	**388**	**2**	**388**	**2**	**388**
Program Operations [9]	-	-	2	388	2	388	2	388

Indo Pacific Strategy and Competition with the People's Republic of China (PRC)	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds
Diplomatic Engagement Combined Total	**2,050**	**2,306,682**	**2,055**	**1,136,673**	**2,108**	**1,955,531**	**58**	**(351,151)**
Diplomatic Engagement Combined w/out ESCM	**2,050**	**1,006,488**	**2,055**	**984,699**	**2,108**	**1,061,428**	**58**	**54,940**

INDO-PACIFIC STRATEGY AND COMPETITION WITH THE PEOPLE'S REPUBLIC OF CHINA

Indo Pacific Strategy and Competition with the People's Republic of China (PRC)	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Actual	
	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds
Foreign Assistance	-	1,777,700	-	1,777,700	-	2,076,283	-	298,583
Total Diplomatic Engagement/Foreign Assistance	2,050	4,084,382	2,055	2,914,373	2,108	4,031,814	58	(52,568)
Total Diplomatic Engagement/Foreign Assistance w/out ESCM	2,050	2,784,188	2,055	2,762,399	2,108	3,137,711	58	353,523

[1] *The FY 2025 Request for EAP Program Operations includes $20.6 million in new initiatives to counter PRC influence.*
[2] *The FY 2025 Request for EAP Public Diplomacy includes $998,000 in new initiatives to counter PRC influence.*
[3] *The FY 2025 Request for GEC Public Diplomacy includes $1.5 million in new initiatives to counter PRC influence.*
[4] *The FY 2025 CBJ attributes other agency contributions for FY 2023-FY 2025. FY 2023 actuals include final interagency CSCS contributions consistent with new methodology to attribute these resources to the Administration's IPS topline in FY 2025. Excluding interagency CSCS contributions in FY 2023, the IPS topline of $4 billion is an increase of $569 million.*
[5] *The FY 2025 Realignment for CBSP includes $3.99 million in new initiatives to counter PRC influence.*
[6] *The FY 2025 Request for ECA and ECE includes $5.9 million in new initiatives to counter PRC influence.*
[7] *The FY 2025 Request for EB, Program Operations includes $197,000 in new initiatives to counter PRC influence.*
[8] *The FY 2025 Request for SCA, Program Operations includes $2.1 million in support of Maldives interim facility.*
[9] *The FY 2025 Request for L, Public Diplomacy includes $388,000 in new initiatives to counter PRC influence.*

DEPARTMENT OF STATE
DIPLOMATIC ENGAGEMENT
FY 2025 REQUEST
INVESTMENTS ADDRESSING IRREGULAR MIGRATION

Funding Sources

($ in thousands)

Bureau/Account	FY 2023 Actual		FY 2024 Estimate		FY 2025 Request		FY 2025 Request vs. FY 2023 Estimate	
	Staffing	Funds	Staffing	Funds	Staffing	Funds	Staffing	Funds
Diplomatic Programs, Western Hemisphere Affairs (WHA)								
Program Operations (Response to Irregular Migration)[1]	4	1,003	4	1,003	4	2,066	-	1,063
Public Diplomacy (Migration Messaging)	-	729	-	729	-	4,500	-	3,771
Total WHA Ongoing Operations	4	1,732	4	1,732	4	6,566	-	4,834
Diplomatic Programs, Bureau of Global Public Affairs (GPA)								
Public Diplomacy (Migration Messaging)	-	-	-	-	-	984	-	984
Diplomatic Programs, Public Diplomacy (Office of Policy, Planning, and Resources for Public Diplomacy and Public Affairs (R/PPR))								
Public Diplomacy (Migration Messaging)	-	2,574	-	2,574	-	2,574	-	-
Total R/PPR Public Diplomacy	-	2,574	-	2,574	-	2,574	-	-
Grand Total Program Operations	**4**	**1,003**	**4**	**1,003**	**4**	**2,066**	**-**	1,063
Grand Total Public Diplomacy	**-**	**3,303**	**-**	**3,303**	**-**	**8,058**	**-**	4,755
Grand Total Ongoing Operations	**4**	**4,306**	**4**	**4,306**	**4**	**10,124**	**-**	**5,818**

[1] *FY 2023 and FY 2024 WHA Public Diplomacy and R/PPR funding reflects one-time resources. The Department intends to normalize $4.5M to WHA Public Diplomacy base in FY 2025.*

DEPARTMENT OF STATE
DIPLOMATIC ENGAGEMENT
FY 2025 REQUEST
INFORMATION TECHNOLOGY BUDGET CROSSCUT

The Department of State's Information Technology (IT) crosscut summarizes the IT budgets for all bureaus and accounts in the FY 2025 Budget Request. This crosscut comprises funding for IT development and operations and maintenance (O&M), but not the salaries and expenses for full-time Civil Service and Foreign Service IT professionals.

Funding Sources

($ in millions)

Bureaus	DP	PD	CIF	WSP	WCF	ICASS	ESCM	CA Fees	Other	Total
A	28.45	-	15.02	-	40.10	37.11	-	-	-	**120.68**
ADS	1.71	-	0.83	-	-	-	-	-	-	**2.54**
AF	4.88	-	-	-	-	-	-	-	-	**4.88**
BP	19.39	-	-	-	-	-	-	3.30	-	**22.69**
CA	-	-	-	-	-	-	-	708.70	-	**708.70**
CDP	0.69	-	-	-	-	-	-	-	-	**0.69**
CGFS	41.32	-	27.18	-	2.70	-	-	-	-	**71.20**
CPR		1.64								**1.64**
CSO	6.17	-	-	-	-	-	-	-	-	**6.17**
CT	4.03	-	-	-	-	-	-	-	-	**4.03**
DRL	8.22	-	-	-	-	-	-	-	-	**8.22**
DS	-	-	-	177.98	-	-	-	-	-	**177.98**
EAP	12.68	-	-	-	-	-	-	-	-	**12.68**
EB	2.11	-	-	-	-	-	-	-	-	**2.11**
ECA	-	-	-	-	-	-	-	-	19.51	**19.51**
ENR	0.36	-	-	-	-	-	-	-	-	**0.36**
EUR	14.05	0.45	-	-	-	-	-	-	-	**14.50**
F	2.73	-	-	-	-	-	-	-	5.47	**8.20**
FSI	15.45	-	8.03	-	-	-	-	-	-	**23.48**
GEC	-	1.55	-	-	-	-	-	-	-	**1.55**
GHSD	-	-	-	-	-	-	-	-	55.00	**55.00**
GPA	-	37.67	-	-	-	-	-	-	-	**37.67**
GTM	55.82	-	12.59	-	-	-	-	-	-	**68.41**
H	1.71	-	-	-	-	-	-	-	-	**1.71**

INFORMATION TECHNOLOGY

Bureaus	DP	PD	CIF	WSP	WCF	ICASS	ESCM	CA Fees	Other	Total
INL					7.28				12.00	**19.28**
INR	15.65	-	-	12.52	-	-	-	-	-	**28.17**
IO	0.79	0.03	-	-	-	-	-	-	-	**0.82**
IRM	141.74	-	305.63	294.56	297.57	53.86	-	155.00	-	**1,248.36**
ISN	7.00	-	2.08	-	-	-	-	-	-	**9.08**
L	10.00	-	-	-	-	-	-	-	2.59	**12.59**
M/SS	8.46	-	14.20	-	-	-	-	-	-	**22.66**
MED	5.99	-	15.10	10.78	-	-	-	-	-	**31.87**
NEA	14.76	-	-	-	-	-	-	-	-	**14.76**
OBO	-	-	-	-	-	-	48.85	-	-	**48.85**
OES	3.16	-	-	-	-	-	-	-	-	**3.16**
OFM	4.45	-	-	-	-	-	-	-	-	**4.45**
PM	28.13	-	1.20	-	-	-	-	-	-	**29.33**
PRM	-	-	-	-	-	-	-	-	50.34	**50.34**
R/PPR	-	2.84	-	-	-	-	-	-	-	**2.84**
S/ES	17.05		-	-	-	-	-	-	-	**17.05**
SCA	30.27	-	-	-	-	-	-	-	-	**30.27**
WHA	6.50	-	-	-	-	10.50	-	-	-	**17.00**
Total:	**513.72**	**44.18**	**401.86**	**495.84**	**347.65**	**101.47**	**48.85**	**867.00**	**144.91**	**2,965.48**

DEPARTMENT OF STATE
DIPLOMATIC ENGAGEMENT
FY 2025 REQUEST
CYBERSECURITY BUDGET CROSSCUT

The Department of State's Cybersecurity Budget Crosscut consolidates the subject request for bureaus and offices as allocated within the following National Institute of Standards and Technology (NIST) categories: sector risk management; human capital; identify; protect; detect; respond; and recover.

Funding Sources

($ in millions)

Bureaus	Sector Risk Management	Human Capital	Identify	Protect	Detect	Respond	Recover	Bureau Cybersecurity Total
A	0.00	0.00	3.93	2.38	0.17	0.59	0.17	7.24
ADS	0.00	0.00	0.10	0.44	0.21	0.01	0.12	0.88
AF	0.00	0.00	1.23	1.23	1.23	1.23	1.23	6.14
BP	0.00	0.00	0.06	0.54	0.06	0.28	0.05	0.99
CA	0.00	0.00	12.88	51.50	0.00	0.00	3.18	67.55
CDP	0.00	0.00	27.38	0.00	0.00	0.00	0.00	27.38
CGFS	0.00	0.00	0.68	2.13	0.22	1.38	0.71	5.12
CT	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.08
DRL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
DS	0.00	0.00	50.72	51.03	12.28	32.52	0.51	147.07
EAP	0.00	0.00	1.18	1.18	1.18	1.18	1.18	5.91
ECA	0.00	0.00	0.83	1.88	0.00	0.16	0.42	3.29
EUR	0.00	0.00	16.90	4.23	0.00	0.00	0.00	21.13
F	0.00	0.00	0.08	0.08	0.08	0.08	0.08	0.42
FSI	0.00	4.94	0.05	1.02	0.00	0.16	0.18	6.35
GEC	0.13	0.07	0.40	0.82	0.33	0.22	0.25	2.23
GHSD	0.00	0.00	0.78	2.18	0.52	0.52	0.35	4.36
GPA	0.00	0.00	3.95	2.19	0.27	0.03	0.03	6.47
GTM	0.00	0.00	11.87	2.71	0.00	0.00	0.28	14.87
H	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02
INR	0.11	0.20	1.38	4.37	1.55	1.18	1.50	10.29
IO	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
IRM	0.00	6.65	69.93	179.66	21.63	15.15	13.08	306.10
ISN	0.00	0.07	0.51	0.82	0.13	0.09	0.11	1.73

CYBERSECURITY

Bureaus	Sector Risk Management	Human Capital	Identify	Protect	Detect	Respond	Recover	Bureau Cybersecurity Total
L	0.00	0.00	0.00	1.26	0.00	0.00	0.00	1.26
M/SS	0.00	0.00	1.41	4.09	0.17	0.09	0.06	5.82
MED	0.00	0.00	3.03	3.43	0.00	0.00	0.69	7.14
NEA	0.00	0.00	2.58	2.58	2.58	2.58	2.58	12.90
OBO	0.00	0.00	3.42	1.71	0.00	0.00	0.57	5.71
OFM	0.00	0.00	0.00	0.17	0.00	0.00	0.00	0.17
PM	0.00	0.00	0.87	1.01	0.52	0.27	0.30	2.97
PRM	0.00	0.00	1.10	1.10	1.10	1.10	1.10	5.50
R/PPR	0.00	0.00	0.51	0.10	0.03	0.00	0.00	0.65
S/CPR	0.00	0.00	0.01	0.03	0.01	0.00	0.00	0.05
S/ES	0.00	0.00	0.70	0.39	0.44	0.37	0.21	2.11
SCA	0.00	0.00	0.87	0.87	0.87	0.87	0.87	4.37
Total:	**0.24**	**11.93**	**219.36**	**327.25**	**45.60**	**60.08**	**29.82**	**694.28**

STATE PROGRAMS

Diplomatic Programs
IT Central Fund
Consular and Border Security Programs
Working Capital Fund

Proposed Appropriations Language

DIPLOMATIC PROGRAMS

For necessary expenses of the Department of State and the Foreign Service not otherwise provided for, $10,121,425,000, to remain available until September 30, 2026, of which up to $3,928,712,000 may remain available until expended for Worldwide Security Protection: Provided, That funds made available under this heading shall be allocated in accordance with paragraphs (1) through (4), as follows:

(1) HUMAN RESOURCES.—For necessary expenses for training, human resources management, and salaries, including employment without regard to civil service and classification laws of persons on a temporary basis (not to exceed $700,000), as authorized by section 801 of the United States Information and Educational Exchange Act of 1948 (62 Stat. 11; Chapter 36), $3,898,331,000, of which up to $688,767,000 is for Worldwide Security Protection.

(2) OVERSEAS PROGRAMS.—For necessary expenses for the regional bureaus of the Department of State and overseas activities as authorized by law, $1,900,230,000.

(3) DIPLOMATIC POLICY AND SUPPORT.—For necessary expenses for the functional bureaus of the Department of State, including representation to certain international organizations in which the United States participates pursuant to treaties ratified pursuant to the advice and consent of the Senate or specific Acts of Congress, general administration, and arms control, nonproliferation, and disarmament activities as authorized, $1,048,934,000.

(4) SECURITY PROGRAMS.—For necessary expenses for security activities, $3,273,930,000, of which up to $3,239,945,000 is for Worldwide Security Protection.

(5) FEES AND PAYMENTS COLLECTED.—In addition to amounts otherwise made available under this heading—

(A) as authorized by section 810 of the United States Information and Educational Exchange Act, not to exceed $5,000,000, to remain available until expended, may be credited to this appropriation from fees or other payments received from English teaching, library, motion pictures, and publication programs and from fees from educational advising and counseling and exchange visitor programs; and (B) not to exceed $15,000, which shall be derived from reimbursements, surcharges, and fees for use of Blair House facilities.

(6) TRANSFER OF FUNDS, REPROGRAMMING, AND OTHER MATTERS.—

(A) Notwithstanding any other provision of this Act, funds may be reprogrammed within and between paragraphs (1) through (4) under this heading subject to section 7015 of this Act.

(B) Of the amount made available under this heading for Worldwide Security Protection, not to exceed $50,000,000 may be transferred to, and merged with, funds made available by this Act under the heading "Emergencies in the Diplomatic and Consular Service", to be available only for emergency evacuations and rewards, as authorized: Provided, That the exercise of the authority provided by this subparagraph shall be subject to prior notification to the Committees on Appropriations.

(C) Funds appropriated under this heading are available for acquisition by exchange or purchase of passenger motor vehicles, including zero emission passenger motor vehicles and related charging and fueling infrastructure,

as authorized by law and, pursuant to section 1108(g) of title 31, United States Code, for the field examination of programs and activities in the United States funded from any account contained in this title.

(D) Consistent with section 204 of the Admiral James W. Nance and Meg Donovan Foreign Relations Authorization Act, Fiscal Years 2000 and 2001 (22 U.S.C. 2452b), up to $25,000,000 of the amounts made available under this heading may be obligated and expended for United States participation in international fairs and expositions abroad, including for construction and operation of a United States pavilion at Expo 2025.

(E) The Secretary of State is authorized to charge fees for goods and services related to the National Museum of American Diplomacy, including visitor and outreach services, programs, conference activities, use of venue, museum shop proceeds, and food services: Provided, That fees collected shall be credited to the "Diplomatic Programs" account as a recovery of costs of operating the National Museum of American Diplomacy and shall remain available until expended for the purposes of such account.

(F) Of the amount made available under this heading, up to $10,000,000 may remain available until expended for settlements and damages related to employment claims: Provided, That such funds shall be in addition to funds otherwise available for such purposes: Provided further, That notwithstanding section 5596 of title 5, United States Code, such funds may be used for the payment of claims arising in any fiscal year, including claims based on pay, allowances, and differentials that would have been earned or received in any fiscal year, as well as related interest and attorney fees.

DIPLOMATIC PROGRAMS

Resource Summary

($ in thousands)

Diplomatic Programs	FY 2023 Actual [1]	FY 2024 Estimate [4]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Diplomatic Programs	**9,726,613**	**9,550,213**	**10,121,425**	**394,812**
Ongoing Operations	**5,912,906**	**5,736,506**	**6,192,713**	**279,807**
Program Operations	5,231,571	5,080,827	5,478,542	246,971
Public Diplomacy	681,335	655,679	714,171	32,836
Worldwide Security Protection	**3,813,707**	**3,813,707**	**3,928,712**	**115,005**
Additional Funding (non-add) [2]	*50,000*	-	-	*(50,000)*
OHDACA Transfer (non-add) [3]	*625,212*	-	-	*(625,212)*

[1] FY 2023 Actual is $176.4 million above the FY 2023 Adjusted Enacted level of $5.7 billion due to a transfer-in from the Buying Power Maintenance Account.
[2] FY 2023 Additional Funding includes $60 million of supplemental funds appropriated by the Additional Ukraine Supplemental Appropriations Act, 2023(Div. M., P.L. 117-328), of which $10 million was transferred to the Capital Investment Fund. An additional $87.1 million in DP funds that were appropriated by Div. M., P.L. 117-328 are included in the FY 2023 Actual base.
[3] $625.2 million was transferred in from Department of Defense Overseas Humanitarian Disaster, and Civic Aid (OHDACA) funds to continue the Department's Afghanistan-related Enduring Welcome (EW) support.
[4] In addition to the FY 2024 Estimate, $260 million was included in the Administration's National Security Supplemental Request.

WHO WE ARE & WHY IT MATTERS

The Diplomatic Programs (DP) appropriation is fundamental to the implementation of U.S. foreign policy, providing the people, infrastructure, security, and programs that facilitate productive and peaceful U.S. relations with foreign governments and international organizations worldwide. These activities span 41 bureaus and offices, 191 countries, and 279 diplomatic posts.

The DP appropriation contains four categories (Human Resources, Overseas Programs, Diplomatic Policy and Support, and Security Programs) and three major programmatic allocations (Program Operations, Public Diplomacy, and Worldwide Security Protection (WSP)). Program Operations and Public Diplomacy (PD) are referred to collectively as "Ongoing Operations."

JUSTIFICATION OF REQUEST

The FY 2025 DP Request is $10,121.4 million, an increase of $394.8 million above the FY 2023 Actual level and $571.2 million above FY 2023 Adjusted Enacted level. The Request includes $6,192.7 million for Ongoing Operations and $3,928.7 million for WSP.

DIPLOMATIC PROGRAMS

Ongoing Operations: $6,192.7 million

The FY 2025 Request is $6,192.7 million, with $5,478.5 million for Program Operations and $714.2 million for PD. The Request is a net increase of $279.8 million above FY 2023 Actual and $456.2 million above the FY 2023 Adjusted Enacted level, including a net $59.2 million for current services and $220.6 million for program changes.

Within current services and other built-in adjustments, major changes from FY 2023 Actual include:

- -$176.4 million to non-recur FY 2023 transfers from the Buying Power Maintenance Account;
- -$21.5 million for bureau-level re-baselining to FY 2023 levels, as well as realignment of certain A Bureau support activities to the Working Capital Fund (WCF);
- +$177.9 million for the American Pay Raises (+5.2 percent for 2024 and +2.0 percent for 2025) and associated annualizations;
- +$91.6 million for increased Locally Employed (LE) staff wages, supporting the largest portion of the Department's workforce and the backbone for continuity of overseas operations. Longstanding compensation structures have struggled to keep pace with high global inflation despite the Department's efforts to remain competitive within local job markets overseas;
- -$12.5 million for a non-recurral of surge security operations in the NEA region; and,
- Net-zero change for Overseas Price Inflation (OPI), absorbing $31.3 million of increased costs for goods and services within regional bureaus' existing levels.

The Department seeks to have DP Ongoing Operations funding appropriated with two-year availability to provide greater flexibility and streamline execution of funding during the second year of availability.

Human Resources: $3,898.3 million, of which $688.8 million is WSP American Salaries, including +10 new CS positions

Resources requested in this category will be directed toward salaries for domestic and overseas American employees (including employees engaged in Public Diplomacy and WSP programs). The Request includes funding for the Foreign Service Institute (FSI) and the Bureau of Global Talent Management (GTM) bureaus, which recruit and manage a diverse, talented workforce equipped to effectively carry out the Department's goals and priorities domestically and worldwide.

The Request supports a "funded employment ceiling" for DP Ongoing Operations of 16,227 Foreign Service (FS) and Civil Service (CS) employees including 94 new positions.

Major program changes from FY 2023 Actual include:

- Foreign Service Institute (FSI): +$4.5 million, comprised of:
    - +$3.2 million for integrated training systems;
    - +$527,000 for the Secretary's Modernization Agenda goals of supporting employee growth and training throughout their careers;
    - +$406,000 to refresh technology in Building B at the George P. Shultz National Foreign Affairs

Training Center (NFATC) in Arlington, VA; and,
- +$388,000 for Office of the Historian's oral history program, as well as the maintenance, operation, and enhancement of the Office's declassification system.

- Global Talent Management (GTM): +$11.7 million, comprised of:

  - +$4.5 million to modernize the Department's human capital management IT systems;
  - +$3.8 million for Accessibility and Accommodations support to a growing number of employees with disabilities, increased demand for human resource services stemming from recent policy and legislative changes, such as Pregnant Workers Fairness Act (PWFA);
  - +$2.0 million for Service Need Differentials (SND) to incentivize extended tours of duty at difficult-to-staff posts; and,
  - +$1.4 million for work life wellness, including assistance with employee childcare services and certain emergency backup care services.

- Human Resources Initiative (HRI): +$122.6 million, comprised of:

  - +$47.4 million for LE staff wage increases to advance efforts to meet or exceed the 75th percentile of comparable employers and sustain BPMA-funded increases from FY 2024;
  - +$15.0 million to implement structural reforms to LE staff compensation practices with improved data quality and transparency;
  - +$38.2 million to fill100 existing Foreign Service positions above attrition to reduce overseas vacancies and mid-level staffing gaps;
  - +$20.0 million for a State Diplomatic Reserve Corps to provide a cadre of trained personnel capable of surging contingency response efforts and improving Department's workforce resilience; and,
  - +$2.0 million to expand Professional Development and Training opportunities for ten (+10) Civil Service personnel.

Overseas Programs: $1,900.2 million, including +57 new positions (14 CS and 43 FS)

The Department's overseas programs link the country to the rest of the world by relaying on-the-ground political and economic analysis back to the United States, as well as representing U.S. national interests at both the personal and governmental levels. This appropriation category includes the regional bureaus (African Affairs, East Asian and Pacific Affairs, European and Eurasian Affairs, Near Eastern Affairs, South and Central Asian Affairs, Western Hemisphere Affairs, and International Organization Affairs), the Bureau of Global Public Affairs, and the Bureau of Medical Services. In addition, resources in this category cover Public Diplomacy, Department employees' travel expenses to and from assignments, and potential liabilities resulting from the separation of LE staff.

DP Overseas Programs also includes a decrease of $48.1 million to account for the planned centralization of funding of non-residential utilities in the Embassy Security, Construction, and Maintenance (ESCM) account under the responsibility of the Bureau of Overseas Buildings Operations (OBO). Such expenses were previously reflected in the regional bureaus' DP allocations. Consolidating this spending in the ESCM account will align design, investment, and maintenance incentives to achieve statutory and executive requirements.

Through this change, OBO intends to maximize Department efficiency, aiming to reach 100 percent clean energy by 2030 and net-zero emissions by 2050; address long-standing challenges for improving utility tracking and performance and instituting management controls; provide greater transparency to International Cooperative

Administrative Support Services (ICASS) customers; and, enable the Department to comply with statutory requirements to report energy and water costs and consumption.

Major changes include:

- African Affairs (AF):
  - +$1.1 million to sustain operational costs supporting the opening of a permanent embassy facility in Seychelles as a key component of the Department's Indo-Pacific Strategy.
- Conflict and Stabilization Operations (CSO):
  - +$1.5 million for expansion of Monitoring, Evaluation, and Learning (MEL) to analyze underlying causes of conflict and undertake robust efforts to address these causes effectively, including enhanced monitoring and evaluation of Global Fragility Act implementation activities.
- East Asian and Pacific Affairs (EAP): +$27.7 million, comprised of:
  - +$23.7 million to support +50 new positions (9 CS and 41 FS) to increase strategic engagement in the Indo-Pacific and compete with the People's Republic of China's (PRC's) regional influence, and
  - +$4.0 million for the operational and support costs of expanding the United States' presence in the Pacific Islands, as well as strengthening China House.
- European and Eurasian Affairs (EUR):
  - +$989,000 to sustain new facility operating costs in Cyprus, Latvia, Montenegro, and at the U.S. Mission to NATO in Belgium.
- International Organization Affairs (IO): +$0 to sustain program operations consistent with FY 2023.
- Medical Services (MED): +$6.9 million, comprised of:
  - +$6.0 million to enhance MED's Mental Health program capabilities by expanding services to Department personnel and their families; and,
  - +$988,000 to fund five (+5) new CS positions to modern the medical and mental health clearance system by transitioning to a Care Management program that improves the quality of engagement between MED's medical professionals, chief of mission personnel, and their families.
- Near Eastern Affairs (NEA): +$12.7 million, comprised of:
  - +$11.2 million to enable the potential resumption of embassy operations in Libya, countering Russia's influence rising on NATO's southern flank. Funds will address operational expenses for the potential Diplomatic Travel and Support Operations Facility (DTSOF), providing a secure location for extended temporary duty (TDY) support; and
  - +$1.5 million to continue air support trips into Libya and maintain NEA's aircraft stationed in Malta for flights to Tripoli.

- Post Assignment Travel (PAT):

  - +$21.4 million, to normalize funding for increased global shipping costs; expanded transfer allowance payments; and the increased number of FS personnel and eligible family members.

- Public Diplomacy (PD): The FY 2025 PD Request is $714.2 million, including $245.4 million in American Salaries and $468.7 million in Bureau Managed funds, a net increase of $32.8 million over FY 2023 Actual, including:

  - Global Engagement Center: +$1.5 million for countering PRC propaganda and disinformation;
  - Western Hemisphere Affairs: +$4.5 million for public diplomacy migration messaging;
  - Cyberspace and Digital Policy: +$694,000. This funding includes $198,000 for one (+1) CS position. The remaining $496,000 will be applied to digital strategy development and content for CDP and Posts' outreach to foreign audiences on cyberspace priorities.
  - Global Public Affairs: +$984,000 for opinion analysis of Western Hemisphere migration;
  - Oceans and International Environmental and Scientific Affairs: +$1.0 million for public diplomacy engagement to marshal global efforts to tackle the climate crisis, including at the U.N.'s Conference of the Parties (COP) forum; and
  - Office of the Secretary: +$5.7 million, including $3.0 million for PD creative content and other operating expenses for Expo Osaka; and $2.7 million for expanded training of PD LE staff.

- South and Central Asian Affairs (SCA): +$9.1 million, comprised of:

  - +$7.0 million to sustain the Afghanistan Affairs Unit (AAU) at U.S. Embassy Doha. SCA and the Coordinator for Afghan Relocation Efforts (CARE) will support all other Afghan relocation efforts with Enduring Welcome (EW) resources. *(Please see the Enduring Welcome chapter for additional details.)*
  - +$2.1 million for operating costs of the planned U.S. Embassy in Maldives interim facility.

- Western Hemisphere Affairs (WHA): +$5.6 million, comprised of:

  - +$3.0 million for USG-specific policy direction and program oversight of the planned multinational security support (MSS) mission to assist the Haitian National Police in restoring security and stability;
  - +$1.5 million for expanded engagement in the Eastern Caribbean, including two (+2) U.S. direct hire (USDH) and additional LE staff positions; and,
  - +$1.1 million to oversee initiatives addressing irregular migration throughout the region.

Diplomatic Policy & Support: $1,048.9 million, including support for +27 new positions (21 CS and 6 FS)

Resources in the Diplomatic Policy and Support category will be used to sustain the Department's essential strategic and managerial functions. The Departmental components funded under this category are the bureaus and offices of: Administration; Arms Control, Deterrence and Stability; Budget and Planning; Chief of Protocol; Comptroller and Global Financial Services; Cyberspace and Digital Policy; Democracy, Human Rights, and Labor; Economic and Business Affairs; Energy Resources; Global Engagement Center; Global Health, Security, and Diplomacy; Global Public Affairs; Information Resource Management; Intelligence and Research; International Security and Nonproliferation; Legal Adviser; Legislative Affairs; Oceans and International Environmental and Scientific Affairs; Political-Military Affairs; Population, Refugees, and Migration; the

Secretary of State; the Under Secretary for Management; and, the Office to Monitor and Combat Trafficking in Persons. Major changes include:

- Bureau of Administration (A): -$83.7 million, comprised of:
  - +$6.4 million to support Domestic Infrastructure, Sustainability, Safety, and the Future of Work programs;
  - +$594,000 for the Overseas Schools Programs, with one (+1) CS position;
  - +$500,000 for Zero Emission Vehicle Infrastructure, including charging stations, that will improve transportation sustainability and compliance with Executive Orders 14008[3] and 14057[4]; and;
  - -$116.4 million realignment from A Bureau's DP allocation to other bureaus' operational resources in DP, to include funding for 87 CS positions and other applicable funding sources, enabling a self-sustaining Real Property Management (RPM) service center under the Working Capital Fund (WCF).

- Arms Control, Deterrence and Stability (ADS): +$1.1 million, comprised of:
  - +$1.0 million for arms control engagements and the implementation of risk reduction and arms control measures; and
  - +$50,000 to sustain the International Security Advisory Board.

- Budget and Planning (BP):
  - +$5.3 million for operations and maintenance of the Budget System Modernization program, which serves as the Department's funds control and execution system for all Diplomatic Engagement and Foreign Assistance funding.

- Chief of Protocol (CPR):
  - +$45.7 million (net) for the planned U.S. hosting of the 2026 G-20[5] Summit, including over 60 Finance and Sherpa track meetings and ministerial culminating in a Leaders' Summit. Requested funding will provide a total of $62.9 million in FY 2025, enabling advance agreements for leased space in hotels, a convention center, and off-site properties. CPR must initiate agreements to confirm/hold the planned space in FY 2025. The initial planning must be conducted in FY 2025, month ahead of the actual event, in 2026 to ensure availability.

- Comptroller and Global Financial Services (CGFS): +$7.8 million, comprised of:
  - +$5.0 million to incorporate platform upgrades (PeopleTools 8.60) to the Global Foreign Affairs Compensation System (GFACS); and
  - +$2.8 million to improve the accuracy and user experience of Pay Intake Modernization to improve accuracy and the user experience.

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[3] E.O. 14008: Tackling the Climate Crisis at Home and Abroad. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/27/executive-order-on-tackling-the-climate-crisis-at-home-and-abroad/

[4] E.O. 14057: Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/12/08/executive-order-on-catalyzing-clean-energy-industries-and-jobs-through-federal-sustainability/

[5] The G-20, or Group of 20, is an intergovernmental forum comprising 19 sovereign countries, the European Union, and the African Union.

DIPLOMATIC PROGRAMS

- Cyberspace and Digital Policy (CDP):

  - +$396,000 to fund two (+2) new CS positions that will serve to enhance the Digital Freedom Unit's engagement with international partners on digital freedom priorities.

- Democracy, Human Rights, and Labor (DRL): +$2.4 million, comprised of:

  - +$2.0 million to supports three (+3) new FS positions overseas to support democracy and human rights programs, advocate for U.S. human rights policy with officials from host governments, the UN Human Rights Council, the United Nations (UN) High Commissioner for Human Rights, and other organizations,
  - +$396,000 for two (+2) CS positions with the Special Envoy to Monitor and Combat Antisemitism (J/SEAS) and for the development and release of the first-ever U.S. National Strategy to Counter Antisemitism and to combat antisemitism consistent with its Congressional mandate.

- Economic and Business Affairs (EB): +$10.2 million, comprised of:

  - +$9.6 million to sustain sanctions targeting programs; and
  - +$591,000 for three (+3) new CS positions to implement the Indo-Pacific Infrastructure Transaction and Assistance Network (ITAN) and Strategic Ports Initiative (SPI). Sanctions-related funding will shape economic sanctions and maintain coalitions with allies and partners to impose significant costs on Iran, Democratic People's Republic of Korea (DPRK), and other malign actors that threaten international security, abuse human rights, and engage in corruption. The Sanctions Targeting and Analytics Team (STAT) conducts research and develops sanctions packages in support of foreign policy priorities.

- Energy Resources (ENR):

  - +$200,000 for Presidential Permitting and Infrastructure support, allowing ENR to meet the dramatically increased pace and workflow for upcoming changes to the Secretary's national interest determination recommendation for Presidential permit applications.

- Global Engagement Center (GEC): The FY 2025 Request sustains program operations consistent with FY 2023 Actual for GEC activities that do not fall under the Smith-Mundt Act.

- Global Health, Security, and Diplomacy (GHSD):

  - +$1.6 million for three (+3) new CS positions to improve program management, increase financial oversight, and support efforts to combat infectious disease threats through the strengthening of outbreak preparedness and response.

- Global Public Affairs (GPA): The Request sustains GPA operations consistent with FY 2023 Actual.

- Information Resource Management (IRM): -$88.0 million, comprised of:

  - -$90.0 million plan to fund certain domestic and overseas information technology (IT) infrastructure security services from CBSP instead of DP; and

- +$2.0 million for Cyber Special Incentive Pay (SIP) to better retain highly qualified Civil Service and Foreign Service IT professionals responsible for cybersecurity activities.

- Intelligence and Research (INR):
  - -$15.3 million due to the consolidation of INR's Technology and Innovation Office (TIO) resources within WSP, including funding 11 CS positions previously funded from DP Program Operations with WSP instead.

- International Security and Nonproliferation (ISN):
  - +$100,000 for the United States' share of Biological Weapons Convention expenses, including the working group focused on strengthening the BWC.

- Office of the Legal Adviser (L): +$4.5 million, comprised of:
  - +$3.0 million for the E-Discovery System;
  - +$1.0 million for the Treaty Information Management Systems (TIMS); and
  - +$388,000 for two (+2) CS attorneys, with one focused on PRC and one focused on Taiwan.

- Legislative Affairs (H): +$526,000, comprised of:
  - +388,000 for one (+1) staff assistant and one (+1) congressional liaison officer; and
  - +$118,000 for staff travel to support congressional delegations.

- Oceans and International Environmental and Scientific Affairs (OES): +$4.9 million, comprised of:
  - +$2.0 million for three (+3) Foreign Service Officer positions for the Regional Technology Officer (RTO), who will focus on economic security, U.S. competitiveness, and core geopolitical challenges, including strategic competition with the PRC;
  - +$1.5 million for Atlantic Cooperation Initiative, which will promote cooperation and interaction on science, technology, and sustainable economic development among Atlantic States; and,
  - +$1.4 million to fund increased operational and travel support.

- Political-Military Affairs (PM): +$2.2 million, comprised of:
  - +$970,000 for contracted staff support;
  - +$785,000 to support four (+4) CS positions in managing Ukraine assistance and arms transfers; and,
  - +$450,000 for security assistance data modernization enhancements.

- Population & International Migration (PRM): The Request sustains program operations consistent with FY 2023 Actual.

- Office of the Secretary (S): +$4.2 million, comprised of:
  - +$2.0 million for Operations Center (S/ES-O) IT modernization efforts and adoption of new, evolving technologies;
  - +$1.1 million for ExecTech (S/ES-ET) to provide digital services and solutions to the Secretary and other Principal Officers in the Department for the advancement of foreign policy goals; and,

- +$1.1 million for the Office of Chief Economist (E/OCE) to retain and expand recruitment of highly skilled expert economists.

- Trafficking in Persons (TIP):
  - +$198,000 for one (+1) new CS position. The new staff member will engage governments across the Western Hemisphere region concerning the vulnerabilities and trafficking of migrants.

- Under Secretary for Management (M): +$2.3 million, comprised of:
  - +$2.0 million to advance the Center for Analytics' technical and artificial intelligence (AI) capabilities; and
  - +$268,000 will be applied to National Security Decision Directive (NSDD) 38 Outreach and Training, executed to assist FSI in developing a web-based training for end users.

Security Programs: $3,273.9 million, of which $3,239.9 million is for Worldwide Security Protection

This category includes the Bureau of Counterterrorism (CT), the Special Presidential Envoy for Hostage Affairs (SPEHA), the Office of Foreign Missions (OFM), and Worldwide Security Protection (WSP). Major changes from FY 2023 include impacts on the following Department components:

- Counterterrorism (CT): The funding level sustains program operations consistent with FY 2023 Actual.

- Special Presidential Envoy for Hostage Affairs (SPEHA):
  - $6.6 million, including funding for 20 positions (14 CS and 6 FS), is realigned to be funded from consular fees. As discussed in the CBSP chapter, the Department plans to fund SPEHA expenses, including associated CBSP Salaries, using consular fees and a portion of the SPEHA budget would be funded from Expedited Passport Fee revenue that will be deposited in the DP account, consistent with the first proviso under the heading "Diplomatic and Consular Programs" in title V of Public Law 103-317 (22 U.S.C. 214 note). The Department is showing the full SPEHA request in the CBSP chapter rather than DP because it pertains to consular fees.

- Office of Foreign Missions (OFM):
  - +$118,000 to maintain additional properties owned by the PRC, Russia, and Venezuela, for which the Department assumed custody under the Foreign Missions Act.

Worldwide Security Protection (WSP): $3,928.7 million (including $688.8 million for WSP American Salaries)

The total WSP FY 2025 Request is $3,928.7 million, a $115 million increase above FY 2023 Actual. WSP supports a targeted range of programs providing security, cybersecurity, emergency management, and emergency medical care for State Department personnel, as well as other U.S. government personnel serving under Chief of Mission authority overseas.

DIPLOMATIC PROGRAMS

The Request includes $688.8 million for American Salaries (AmSals) under the Human Resources (HR) category, $4 million above FY 2023 Actual. The FY 2025 Request also includes $3,239.9 million in bureau-managed funding within all security programs, an increase of $111 million above FY 2023 Actual.

Further details are provided in the WSP chapter.

Diplomatic Programs Appropriations

($ in thousands)

Funding Categories	FY 2023 Actual [1, 2]	FY 2024 Estimate [3]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Total, Diplomatic Programs	**9,726,613**	**9,550,213**	**10,121,425**	**394,812**
FY 2023 Supplemental Base Shift [4]	**66,054**	**-**	**-**	**(66,054)**
Human Resources	**3,577,698**	**3,602,752**	**3,898,331**	**320,633**
American Salaries, Central Account	3,269,491	3,294,545	3,425,370	155,879
Public Diplomacy American Salaries (non-add)	*228,081*	*228,081*	*245,424*	*17,343*
WSP - American Salaries (non-add)	*684,767*	*684,767*	*688,767*	*4,000*
Foreign Service Institute	86,426	86,426	106,835	20,409
Global Talent Management	184,018	184,018	205,265	21,247
Human Resources Initiative	37,763	37,763	160,861	123,098
Overseas Programs	**1,853,683**	**1,693,773**	**1,900,230**	**46,547**
African Affairs	214,941	192,028	200,196	(14,745)
Conflict Stabilization Operations	9,850	9,850	11,781	1,931
East Asian and Pacific Affairs	184,600	161,697	189,093	4,493
European and Eurasian Affairs	303,905	262,913	294,610	(9,295)
FSN Separation Liability Trust Fund	10,380	10,380	10,380	-
Global Public Affairs	9,703	9,645	9,717	14
International Conferences	3,954	3,954	3,954	-
International Organization Affairs	35,836	35,168	40,293	4,457
Medical Services	39,650	39,650	58,432	18,782
Near Eastern Affairs	219,384	202,680	236,452	17,068
Post Assignment Travel	98,709	108,709	120,064	21,355
South and Central Asian Affairs	88,609	74,493	91,375	2,766
Western Hemisphere Affairs	180,908	155,008	165,136	(15,772)
Public Diplomacy	453,254	427,598	468,747	15,493

DIPLOMATIC PROGRAMS

Funding Categories	FY 2023 Actual [1, 2]	FY 2024 Estimate [3]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Diplomatic Policy and Support	**1,070,759**	**1,095,269**	**1,048,934**	**(21,825)**
Administration (including GSA Rent)	354,094	360,094	273,944	(80,150)
GSA Rent (non-add)	*162,962*	*162,962*	*169,362*	*6,400*
Arms Control, Deterrence, and Stability	14,961	14,961	17,783	2,822
Budget and Planning	18,425	18,425	24,277	5,852
Chief of Protocol	40,135	40,135	84,895	44,760
Comptroller and Global Financial Services	90,195	89,705	107,357	17,162
Cyberspace and Digital Policy (CDP)	6,596	6,596	7,086	490
Democracy, Human Rights and Labor	18,094	18,094	21,995	3,901
Economic and Business Affairs	14,006	22,006	26,052	12,046
Energy Resources	3,880	3,880	4,607	727
Global Engagement Center	12,000	12,000	12,000	-
Global Health Security and Diplomacy	3,805	4,805	5,055	1,250
Global Public Affairs	30,498	30,498	32,732	2,234
Information Resource Management	248,962	248,962	160,048	(88,914)
Intelligence and Research	27,230	27,230	24,503	(2,727)
International Religious Freedom	4,962	4,962	4,982	20
International Security and Nonproliferation	18,523	18,523	21,500	2,977
Legal Adviser	13,825	13,825	21,217	7,392
Legislative Affairs	3,360	3,360	4,297	937
Management	21,690	21,690	26,286	4,596
Oceans and International Environmental and Scientific Affairs	15,192	17,192	21,949	6,757
Political-Military Affairs	10,599	13,599	15,862	5,263
Population & International Migration	620	620	638	18
Trafficking in Persons	8,312	8,312	8,471	159
Office of the Secretary	90,795	95,795	121,398	30,603
Security Programs	**3,158,419**	**3,158,419**	**3,273,930**	**115,511**
Counterterrorism	13,522	13,522	16,871	3,349
Special Presidential Envoy for Hostage Affairs	1,844	1,844	0	(1,844)
Office of Foreign Missions	14,113	14,113	17,114	3,001
Worldwide Security Protection	3,128,940	3,128,940	3,239,945	111,005
WSP Current Services - Bureau Managed (non-add)	*2,571,637*	*2,571,637*	*3,144,650*	*573,013*

DIPLOMATIC PROGRAMS

Funding Categories	FY 2023 Actual [1, 2]	FY 2024 Estimate [3]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
WSP Program Changes (non-add)	*557,303*	*557,303*	*95,295*	*(462,008)*

[1] FY 2023 Actual is $176.4 million above the FY 2023 Adjusted Enacted level of $5.7 billion due to a transfer-in from the Buying Power Maintenance Account.
[2] FY 2023 Additional Funding included $60 million of emergency supplemental funds appropriated by the Additional Ukraine Supplemental Appropriations Act, 2023 (Div. M., P.L. 117-328), of which $10 million was transferred to the Capital Investment Fund. An additional $87.1 million in DP funds that were appropriated by Div. M., P.L. 117-328 are included in the FY 2023 Actual base.
[3] In addition to the FY 2024 Estimate, $260 million in DP funding was included in the Administration's National Security Supplemental Request.
[4] FY 2023 Actual includes $87.1 million in total shifted base funds from Div. M., P.L. 117-328, with initial allocations notified to the Congress via CN 23-130. The $66.1 million on this line reflects total remaining allocations pending completion of congressional notification procedures.

Highlights of Budget Changes

($ in thousands)

Enduring	Diplomatic Program Operations	DP PD	DP Ongoing Operations (Direct & PD)	Worldwide Security Protection	DP Total
FY 2024 Estimate	**5,074,027**	**662,479**	**5,736,506**	**3,813,707**	**9,550,213**
Built-in Changes					
Base Adjustments	**(34,262)**	**295**	**(33,967)**	**(21,085)**	**(55,052)**
Base Technical Change	(12,450)	-	(12,450)	-	(12,450)
Baseline Adjustment - Operational Level Adjustment	(21,812)	295	(21,517)	(21,085)	(42,602)
Annualization of Requirements	**41,389**	**5,483**	**46,872**	**14,921**	**61,793**
Annualized Pay Increase	41,389	5,483	46,872	12,361	59,233
New Positions	-	-	-	2,560	2,560
Anticipated Wage & Price Requirements	**191,139**	**31,520**	**222,659**	**69,946**	**292,605**
American Pay Increase	118,505	12,504	131,009	41,047	172,056
Locally Employed Staff Wage Increase	72,562	19,016	91,578	28,607	120,185
Overseas Price Inflation	26,051	5,285	31,336	61,203	92,539
Absorption of Current Services	(25,979)	(5,285)	(31,264)	(60,911)	(92,175)
Total, Built-in Changes	**198,266**	**37,298**	**235,564**	**63,782**	**299,346**
Total, Current Services	**5,272,293**	**699,777**	**5,972,070**	**3,877,489**	**9,849,559**
Program Changes					
Human Resources	138,779	-	138,779	-	138,779

DIPLOMATIC PROGRAMS

Enduring	Diplomatic Program Operations	DP PD	DP Ongoing Operations (Direct & PD)	Worldwide Security Protection	DP Total
Overseas Programs	53,849	14,394	68,243	-	68,243
Diplomatic Policy and Support	20,144	-	20,144	-	20,144
Security Programs	(6,523)	-	(6,523)	51,223	44,700
Total, Program Changes	**206,249**	**14,394**	**220,643**	**51,223**	**271,866**
Total	**5,478,542**	**714,171**	**6,192,713**	**3,928,712**	**10,121,425**

Proposed Appropriations Language

CAPITAL INVESTMENT FUND

For necessary expenses of the Capital Investment Fund, as authorized, $401,848,000, to remain available until expended.

INFORMATION TECHNOLOGY (IT) CENTRAL FUND

Resource Summary

($ in thousands)

Information Technology Central Fund (ITCF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Capital Investment Fund	389,000	389,000	401,848	12,848
Additional Funding[1]	10,000	-	-	(10,000)

[1] *FY 2023 reflects a $10.0 million transfer of Diplomatic Programs to Capital Investment Fund*

WHO WE ARE & WHY IT MATTERS

The Foreign Relations Authorization Act, Fiscal Years 1994 and 1995, established the Capital Investment Fund (CIF) for the development of information technology (IT) and other related programs for the Department of State. Over the last several years, the IT Central Fund (ITCF) has been nearly completely comprised of the CIF appropriation, with the addition of transfers and prior year recoveries of certain fee collections. The Department utilizes the ITCF to support the agency IT priorities of modernization and cybersecurity. The Fund enables the Department of State to fulfill Joint Strategic Plan Strategic Objective 4.2: "*Modernize IT and leverage data to inform decision-making and support mission delivery.*"

In FY 2025 the Department will continue to leverage advances in Artificial Intelligence (AI) by developing use cases, thereby increasing efficiencies, enhancing decision-making, and informing policy development. Undertaken in pursuit of these ends, these activities are vital to the Department of State's operations and advance its core mission in an evolving technological landscape. In addition, revitalizing personnel, along with updating pay scales, workspaces, and legacy IT systems, will remain cornerstones of the Department's IT Modernization approach.

ITCF supports the Department's implementation of Executive Order (E.O.) 14028[6] and OMB Memorandum M-22-09[7] by updating licenses for critical software, increasing Cloud safeguards, upgrading data center infrastructure, and strengthening Security Operations Center maturity. In accordance with the two directives, the Department's Zero Trust implementation prioritizes cybersecurity solutions that effectively identify, protect from, detect, respond to, and recover from critical threats in the cyberspace.

The Department's Zero Trust Implementation Plan, published in FY 2022, lays out a deliberate and incremental transition to an optimized Zero Trust architecture. The Department's strategy for implementation follows an evolution-based, Agile approach guided by the Cybersecurity and Infrastructure Security Agency's (CISA) Zero Trust Maturity Model. In FY 2025, the Department will continue implementation of critical cybersecurity projects designed to provide protection across all systems, tackle evolving threats, and apply Zero Trust capabilities.

To strengthen the assessment, evaluation, and prioritization of the Department's IT portfolio actions, the Chief Information Officer (CIO) coordinates with the Chief Information Security Officer (CISO), Director of Budget and Planning (CFO), and the Procurement Executive.

[6] E.O. 14028: Improving the Nation's Cybersecurity. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/05/12/executive-order-on-improving-the-nations-cybersecurity/
[7] OMB Memorandum M-22-09: Moving the U.S. Government Toward Zero Trust Cybersecurity Principles. https://www.whitehouse.gov/wp-content/uploads/2022/01/M-22-09.pdf

INFORMATION TECHNOLOGY (IT) CENTRAL FUND

Cybersecurity investments and priorities are overseen by the Department's Chief Information Security Officer and are reviewed, assessed and prioritized by the Chief Information Officer and the Department's Director of Budget and Planning, in accordance with Office of Management and Budget (OMB) guidance, the Federal Information Security Management Act (FISMA), and the Federal Information Technology Acquisition Reform Act (FITARA).

JUSTIFICATION OF REQUEST

The FY 2025 Request for the Capital Investment Fund is $401.8 million, an increase of $12.8 million (3 percent) above FY 2023 Actual.

IT Central Fund Activities by Bureau

($ in thousands)

Bureau/Activities	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
ITCF Total	**399,000**	**389,000**	**401,848**	**2,848**
CIF Appropriation	**389,000**	**389,000**	**401,848**	**12,848**
EPF Revenues	-	-	-	-
Additional Appropriations/ Transfers	**10,000**	**-**	-	**(10,000)**
Administration (A)	**22,168**	**22,168**	**15,019**	**(7,149)**
Workplace Management Initiative	-	8,857	6,500	6,500
Global Information Services (GIS)/eRecords (State Archiving) System	-	5,825	2,019	2,019
FREEDOMS Enterprise-Wide FOIA System	-	1,350	3,000	3,000
Permanent Change of Station Portal (myServices)	-	-	3,500	3,500
Integrated Logistics Management System (ILMS)	19,794	4,190	-	(19,794)
IT Management Services	2,374	-	-	(2,374)
Zero Trust Network Scanning Vulnerabilities	-	1,946	-	-
Arms Control, Deterrence, and Stability (ADS)	**827**	**827**	**827**	**-**
Nuclear Risk Reduction Center (NRRC)	827	827	827	-
Budget and Planning (BP)	**8,517**	**6,320**	-	**(8,517)**
Budget Formulation and Planning System (BFPS)	4,850	4,000	-	(4,850)
Budget Systems Modernization (BSM)	3,667	2,320	-	(3,667)
Comptroller, Global Financial Services (CGFS)	**25,313**	**25,313**	**27,184**	**1,871**
Cloud Solution Development Network	3,400	3,400	3,400	-
Development of Operations and Robotic Process Automation (RPA)	1,586	1,586	1,586	-

INFORMATION TECHNOLOGY (IT) CENTRAL FUND

Bureau/Activities	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Global Foreign Affairs Compensation System (GFACS)	4,152	4,152	7,200	3,048
Global e-Travel Program (GeT)	800	800	800	-
Global Time and Attendance (gTA)	6,500	6,175	4,000	(2,500)
Joint Financial Management System (JFMS)	6,857	6,857	7,657	800
Zero Trust Architecture for CGFS Applications (ZTA)	-	2,343	541	541
Financial Systems Consolidation (FSC)	2,018	-	-	(2,018)
Implementation and Sustained Compliance with SFFAS 54, Leases	-	-	2,000	2,000
Foreign Service Institute (FSI)	**8,653**	**8,017**	**8,032**	**(621)**
Cybersecurity Zero-Trust	-	1,167	1,500	1,500
Support of FSILearn	-	-	4,307	4,307
Enterprise Learning Operations	-	2,850	225	225
Training Management Solutions	7,115	4,000	2,000	(5,115)
Continuous Learning Solution	1,538	-	-	(1,538)
Global Talent Management (GTM)	**12,094**	**12,094**	**12,585**	**491**
Integrated Personnel Management System (IPMS)	12,094	12,094	12,585	491
Information Resource Management (IRM)	**292,192**	**294,692**	**305,625**	**13,433**
Cybersecurity Operations:	**77,160**	**77,160**	**73,671**	**(3,489)**
Cybersecurity Event Logging	17,090	17,090	19,000	1,910
Increased Cloud Security	51,850	51,850	50,560	(1,290)
Security Operation Center (SOC) Maturation	8,220	8,220	4,111	(4,109)
Information Technology Acquisitions:	**197,461**	**197,461**	**199,500**	**2,039**
Enterprise Software License and Maintenance	197,461	197,461	199,500	2,039
Data Center Services and Hosting:	**-**	**-**	**10,000**	**10,000**
Data Center Infrastructure Services	-	-	10,000	10,000
Cloud Services:	**17,571**	**17,571**	**19,454**	**1,883**
Enterprise Multi-Cloud Ecosystem Management and Support	17,571	17,571	16,454	(1,117)
Non-Enterprise Network Cloud Migration	-	-	3,000	3,000
Artificial Intelligence (AI)	**-**	**2,500**	**3,000**	**3,000**
International Security and Nonproliferation (ISN)	**745**	**745**	**2,076**	**1,331**
Data Archive, Analysis, and Verification Environment Modernization (DAAVE)	-	-	1,000	1,000
Power Platform Development	-	-	486	486

Bureau/Activities	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Solutions Business Manager (SBM) Modernization	-	-	590	590
IT Support/Infrastructure Modernization	745	745	-	(745)
Management Strategy and Solutions (M/SS)	**11,045**	**10,550**	**14,200**	**3,155**
Data Analytics Capabilities/Center for Analytics	6,645	9,600	7,500	855
Emerging AI Capabilities	-	-	4,800	4,800
Greening Diplomacy Initiatives	3,700	950	-	(3,700)
NSDD-38 Application	700	-	1,900	1,200
Medical Services (MED)	**7,446**	**8,274**	**15,100**	**7,654**
Integrated Health Electronic Records System (iHERS)	7,446	8,274	15,100	7,654
Political-Military Affairs (PM)	**-**	**-**	**1,200**	**1,200**
IT Infrastructure Modernization	-	-	-	-
Zero Trust Network Implementation for Diplomatic Clearance Application System (DCAS)	-	-	1,200	1,200

Bureau of Administration (A): $15 million

Workplace Management Initiative: $6.5 million

For transparency and consistency, the Department requires a "system of record" to manage its domestic real property and facility assets and programs. The FY 2025 Request will fund the continued development of the Department's Workplace Management Initiative (WMI) investment, a key tool in streamlining operations, enhancing data access, and meeting federal mandates.

The FY 2025 Request includes $6.5 million that will support the continued modernization of the A Bureau-managed IT systems.

The Request contains $4.5 million for Archibus initiatives. Archibus is an integrated workplace management platform that will leverage the Department's single sign-on solution for identity management in support of desk-sharing reservations for domestic facilities to improve space utilization, including in Sensitive Compartmented Information Facilities (SCIF). This investment will also: implement continuous monitoring to address continually emerging Zero Trust requirements; upgrade operating systems and applications software to remain within vendors' service timeframes; deploy targeted asset management applications to support the Real Property Asset Management (RPAM) program; and optimize the use of assets throughout their full operational lifecycle.

The Request includes $2 million toward replacing the eAllowances System to better meet federal requirements for maintaining and evaluating allowance and entitlement data for determining pay rate amounts for all U.S. government civilian employees and their family members serving on permanent or temporary duty outside of the United States. Modernizing eAllowances will enable automating workflows, as well as calculating, approving, and publishing allowance data in a timely and accurate manner.

Permanent Change of Station Portal (myServices): $3.5 million

The Permanent Change of Station (PCS) Portal is a modernized, core service-centered software empowering a distributed workforce. To ease the burden on both travelers and service providers during heavy foreign service transfer seasons, the Department will apply FY 2025 funding toward critical efforts aimed at replacing legacy software for travel authorizations, consolidating and/or integrating legacy databases, replacing the current stand-alone PCS travel voucher software, incorporating the New Pay system, and integrating new training software into the improved system.

Freedom of Information Act (FOIA) Document Management System (FREEDOMS): $3 million

The FY 2025 Request will support the State Department's work in responding to Freedom of Information Act (FOIA) Requests. The Department is finalizing the transition to modern software and processes associated with FOIA and other information access Requests that involve Congress and federal courts. The number, scope, and complexity of the Requests for information from individuals, media, Congress, and oversight organizations have continued to increase significantly in the past five years. The associated searches of electronic records by Department personnel produce potentially millions of responsive records across thousands of Requests, all of which the Department is required to review quickly to meet customer demand.

FOIAXpress is the Department's only technological platform for processing information access Requests by Congress, federal courts, and the public. It has over 385 Department users and is interoperable on OpenNet and ClassNet with a centralized eRecords archive. The FY 2025 Request will address: operations and maintenance (O&M) support; development, modernization and enhancement (DME); Public Access Link; FOIAXpress for the Joint Worldwide Intelligence Communications System (JWICS); and integration with the Department of Justice's National Portal and Login.gov.

Global Information Services (GIS): $2 million

The eRecords system is vital for the Department to meet Federal Records Act requirements and addresses federal mandates for electronic record keeping, knowledge management, access, security, cybersecurity, and data initiatives on the ClassNet and OpenNet domains. It is the official repository of the Department's permanent federal records, storing much of its data for its maximum lifecycle of 25 years.

The system currently contains over three billion records that are searchable in a Google-like way for system users and enables the Department to be responsive to records and information access Requests from Congress and the general public under the Freedom of Information Act (FOIA). Many of the Department's pilot efforts to leverage artificial intelligence in support of enhanced operations and transparency leverage information stored within the eRecords systems.

The FY 2025 Request will support DME efforts for deploying eRecords on the classified Joint Worldwide Intelligence Communications System (JWICS) network. The Request will also fund the implementation of third-party electronic messaging capture solution (e.g., text messages, WhatsApp) on OpenNet.

INFORMATION TECHNOLOGY (IT) CENTRAL FUND

Bureau of Arms Control, Deterrence, and Stability (ADS): $827,000

Nuclear Risk Reduction Center (NRRC): $827,000

The FY 2025 Request will support: necessary updates and enhancements to extend or replace obsolete hardware and software for its many bilateral, multilateral, and USG internal communications links; fix international links that are not operating; and raise the overall system to higher cybersecurity standards.

FY 2025 funding will serve as a core resource in supporting the ongoing modernization of government-to-government communications lines, including the one between the U.S. and Russian Centers, as well as the supporting IT infrastructure.

Bureau of The Comptroller, Global Financial Services (CGFS): $27.2 million

Joint Financial Management System (JFMS): $7.7 million

The Joint Financial Management System (JFMS) program is a multi-year effort that supports the Department's global financial services operation, including shared financial services with 45 Federal entities for overseas support. In FY 2025, the Department will continue to expand its service offerings and initiate key improvements to strengthen JFMS. These enhancements will focus on increasing customer satisfaction, meeting government wide mandates, reducing processing times, and automating back-office functions.

FY 2025 funding will be used for the implementation of a new version of the underlying Momentum system for both the domestic Global Financial Management System (GFMS) and the overseas Regional Financial Management System (RFMS). Development, testing, and user support work will be conducted for each application to tailor modifications (e.g., interfaces with intra-Departmental and external systems) to comply with the new release of Momentum.

CGFS will also upgrade the Global Business Intelligence application to implement new financial analytics capabilities for domestic and overseas users, as well as new reporting functions for the Department's compensation and travel applications. In addition, CGFS will help modernize the Department's grants payment functionality.

Global Foreign Affairs Compensation System (GFACS): $7.2 million

As the Department's provider of overseas payroll services for civilian agencies, GFACS processes the compensation for over 100,000 locally employed (LE), Civil Service (CS), and Foreign Service (FS) staff, as well as Foreign Service Annuitants. FY 2025 funding will support adaptive enhancements and O&M for American Payroll, LE Payroll, and the Foreign Service Annuity. CGFS will continue its execution of its phased migration plan for New Pay, a Shared Quality Service Consulting and Advanced Projects (CAP) Goal 5 initiative under the President's Management Agenda.

GFACS will maintain its support for the further deployment and expansion of the myPay initiative. The initiative provides a user-friendly interface to Request recurring payroll transactions, with automated Requests being processed more quickly with fewer errors and providing real time status information to the Requesting employees. This further reduces the need for time-consuming exchanges between Posts and the CGFS Global Compensation office, minimizing delays and allowing staff at both locations to focus on higher-value priorities.

In addition, the FY 2025 Request will support CGFS efforts to revise the business process workflow. As a result of these actions, CGFS will be able to better utilize the ability of the commercial, off-the-shelf (COTS) Oracle

Software platform by adapting the system to automate existing manual efforts now tied to the bi-weekly payroll cycles.

GFACS Time and Attendance (gTA): $4.0 million

The FY 2025 Request supports the phased rollout of a new time and attendance (T&A) solution that is integrated with GFACS payroll. Funding will enable CGFS to advance the deployment, and operations and maintenance of gTA for locally employed staff. This work will include integration with the Department's single sign-on capability, as well as continued reporting and management control enhancements. FY 2025 funding will also support the continued development of gTA for the domestic American payroll population and initial pilot testing.

Cloud Solution Development Network: $3.4 million

The FY 2025 Request will support the expansion of the design, testing, and implementation, and migration of CGFS's Development Network (DevNet) into the cloud. DevNet is a closed network which allows for the development and testing of CGFS's financial management systems in a hybrid environment, while keeping current with evolving security controls, enabling access to the GFMS hardware/software development environment from outside of OpenNet.

Implementation and Sustained Compliance with SFFAS 54, Leases: $2 million

Statement of Federal Financial Accounting Standards (SFFAS) 54 establishes a new set of lease accounting requirements to recognize federal lease activities. This has resulted in a significant business process changes for the Department relative to accounting and reporting on its leases all over the world.

The FY 2025 Request includes funding to provide subject matter and technical expertise in financial reporting, with efforts primarily focusing on the development and sustainability of a solution in the short-term to meet SFFAS 54 compliance deadlines. CGFS will work on development and testing for a sustainable long-term solution focusing on the general ledger, lease data capture, and reporting requirements of the standard. The program will leverage AI technology to automate the data abstraction process for legacy leases in the Real Property Application and reduce tedious labor. Funding will also support project management office activities to provide communications and technical support for development and implementation of both the short and long-term solutions.

Development of Operations and Robotic Process Automation (RPA): $1.6 million

The FY 2025 Request will support the ongoing development, implementation, and O&M of Robotic Process Automation (RPA)-driven solutions, building on the demonstrated benefits in efficiencies, accuracy, resource use minimization, and risk reduction from previous "bot" implementations.

Global e-Travel Program (GeT): $800,000

Global e-Travel (GeT) is a federally-mandated outsourcing solution for processing temporary duty (TDY) and local travel. The FY 2025 Request will support an analysis of the capabilities of the travel system(s) selected by the General Services Administration (GSA) for the eGov Travel Service (ETSNext) contract. The analysis will identify the impacts of the use of GeT on State's travel business processes, current travel system capabilities, and financial system interfaces. The Department's continued use of ETSNext helps the government to: consolidate travel services, platforms, and channels; increase transparency for improved accountability; and reduce waste.

Zero Trust Architecture for CGFS Applications (ZTA): $541,000

The FY 2025 Request will enable CGFS to: comply with the Department's active directory redesign; implement Azure Key Vaults for cloud resources; phase integration of CGFS applications with the Department's single sign-on solution for identity management; complete proof of concept activities aimed at moving '.NET' applications to Azure App Services; and plan OpenNet and DevNet hybrid cloud environments.

Foreign Service Institute (FSI): $8.0 million

Support of FSiLearn: $4.3 million

The FY 2025 Request will help fund the operation of the FSiLearn learning management system and the Centralized Evaluation System, including licensing and help desk costs. The funding will also enable the integration of GROVO, a cloud-based microlearning platform with built-in tools for content creation, and designed to improve student learning retention, into FSiLearn.

Training Management Solutions: $2.0 million

The Student Information System (SIS) is the Department's system of record and primary tool for managing student information, training, reporting, and language testing data. SIS allows FSI's Office of the Registrar to: manage course offerings and the course catalog; support scheduling; record enrollments, attendance, grades, and class completions; generate official transcripts; and manage billing and reporting functions.

FY 2025 funding will be used to expand SIS functionality to improve customer experiences, including: an expanded virtual support room; communication functions to remind students of course enrollment information and relevant opportunities for training (core curriculum/mandatory training/career paths); notifications of last-minute openings for registrations, thereby maximizing training offerings and allowing customers to directly Request assistance from their SIS account; and the development of standardized online training modules for SIS users.

Cybersecurity Zero-Trust: $1.5 million
This Request will fund activities to address known vulnerabilities, close recommendations, and remediate issues identified in bureau cybersecurity scorecards. The funding will enhance FSI's 'Defense in Depth' approach to network security through the deployment of multiple advanced network security devices, including: next generation firewalls; intrusion prevention systems; traffic capture and analysis devices; application security modules; and similar endpoint, detection, and response products.

Enterprise Leaning Operations: $225,000

FY 2025 funding will support efforts to increase the Department's capabilities in simulation and game design, as prescribed in the FY 2023 National Defense Authorization Act (NDAA) (Sec. 9205. Foreign Affairs Training). FSI will add a dedicated specialist certified in simulations and gaming to the training team to incorporate simulations into FSI education.

Bureau of Global Talent Management (GTM): $12.6 million

Integrated Personnel Management System (IPMS): $12.6 million

INFORMATION TECHNOLOGY (IT) CENTRAL FUND

The Bureau of Global Talent Management's information technology vision is focused on making the lives of employees easier by simplifying tasks, improving workflows, and reducing transactional workloads by streamlining user interfaces and designing intuitive work processes to allow employees to be more productive and effective, as well as incorporating many of the over sixty personnel-related applications into a common environment, and addressing ever-evolving cybersecurity requirements.

The Integrated Personnel Management System (IPMS) is a multi-year mixed lifecycle program. In FY 2025, State will continue its: modernization program; expansion of service offerings; and implementation of key enhancements that strengthen IPMS as the single authoritative source of Department employee information.

Buttressing these initiatives, GTM Next is a critical multi-year effort to implement a Human Capital service gateway in support of all Department employees. The FY 2025 Request will fund GTM Next's continued implementation of the cloud-based Software as a Service (SaaS) ServiceNow module that manages all user interactions and interfaces. This service gateway will provide scalability, more cost-efficient HR services and case management, as well as increased collaboration efficiencies and workplace flexibilities.

FY 2025 funds will also support the Applicant Tracking System (ATS). ATS is a multi-year program that will enable the Department to keep pace with public and private sector hiring, especially in addressing science, technology, engineering, and mathematics (STEM) related specialties and meeting diversity recruitment efforts. The system will: improve communication with applicants; simplify the distribution of job postings; support Equal Employment Opportunity compliance; and provide the Department with more accurate data on recruitment efforts. ATS will enable the Department to track Foreign Service job candidates through the various stages of the recruitment process, as well as manage various student and intern hiring programs. The system will enable the Department of State to be more efficient and increase productivity in its recruiting, selection, and hiring processes by incorporating recruitment contacts, recruiting materials, distribution data, and applicant/candidate security clearance information.

Bureau of Information Resource Management (IRM): $305.6 million

Information Technology Acquisitions: $199.5 million

Enterprise Software Licensing and Maintenance: $199.5 million

The FY 2025 Request funds software license agreements that support critical operational systems supporting the Department. The Request will fund recurring operational non-discretionary licenses for 15 software tools currently being used by the Department, including: MyServices (Service Now); E-mail, Word, Excel, and PowerBI (Microsoft O365); Oracle-based database systems; and the Global Network (Cisco).

To leverage economies of scale, State has consolidated software licenses, allowing the Department to meet its technical requirements while negotiating bulk discounts. The FY 2025 Request will enable the Department to use a Software Asset Management (SAM) tool to assist in tracking resource usage, reducing costs, and furthering the integration of new technologies. These actions will be undertaken in compliance with the Making Electronic Government Accountable by Yielding Tangible Efficiencies (MEGABYTE) Act[8] and Category Management policies.

[8] Public Law 114-210. https://www.congress.gov/bill/114th-congress/house-bill/4904/text

Cybersecurity Operations: $73.7 million

Cloud Services/Increased Cloud Security: $50.6 million

The Enterprise Multi-Cloud Ecosystem (EMCE) promotes increased cloud security services in the following areas: identity and access management; security compliance; incident response; threat and vulnerability management; data privacy and security; risk management; business continuity; and disaster recovery. The FY 2025 Request will provide a robust, consistent security posture by establishing these core capabilities for all users accessing the Department's cloud system.

Cybersecurity Event Logging: $19.0 million

Cybersecurity Event Logging utilizes a data analytics framework solution to consolidate the functionality of disparate tools and meet the strategic goal of using "data as an asset." The FY 2025 Request will support efforts aimed at the capture, indexing, and correlation of real-time data in a searchable repository, enabling monitoring and analysis capabilities, such as generating graphs, reports, and alerts as well as enhance the troubleshooting and resolution of outages/issues.

IT/Security Operation Center Maturation: $4.1 million

Effective cybersecurity is essential for the protection of the foreign affairs data, systems, and networks supporting the global diplomatic community. The Cybersecurity Integrity Center (CIC) coordinates with the Bureau of Diplomatic Security (DS) under a Joint Security Operations Center (JSOC) to ensure the CIC has global visibility into threats and risks on all Department data, systems, and networks. The FY 2025 Request will advance the JSOC's capabilities to fulfill the Department's need for real-time global cybersecurity situational awareness, expedited incident response, proactive risk management, and informed decision-making.

Cloud Services: $19.5 million

Enterprise Multi-Cloud Ecosystem Management and Support: $16.5 million

The Cloud Infrastructure Services program makes cloud services available to Department bureaus, offices, and posts to support their business systems and application needs. The program provides ready access to global, cloud-based products, including computers, storage, databases, analytics, networks, mobile devices, developer tools, management tools, and Internet-of-Things (IoT)-supported devices. The FY 2025 Request will build on commercial cloud and infrastructure platforms to leverage Infrastructure as a Service (IaaS) solutions to modernize the Department's applications to reduce risk and enhance the user experience.

Non-Enterprise Network Cloud Migration (NEN): $3.0 million

Non-Enterprise Network (NEN) Cloud Migrations are individually maintained Department-owned and operated unclassified local area networks. There are currently over 1,000 NENs across the Department, and the Department is creating a centralized means to monitor NEN activity and security controls, as well as deploy scalable tools and services to posts. The FY 2025 Request will fund the development and deployment of a cloud management platform to deliver standard security architecture and controls, minimize the risk of cyber incidents, and reduce the administrative burden for overseas IT staff.

Data Center Services & Hosting: $10.0 million

The FY 2025 Request supports the Data Center Infrastructure Services program and the continued implementation of the directives included in OMB Memorandum M-16-19[9]. Implementation will: ensure the operational efficiency, transparency, and accountability of domestic and overseas data centers; reduce the cost of hardware, software, and operations as demand for storage, as well as computation and processing power, increases; and facilitate the consolidation of investments from across the Department to take advantage of economies of scale.

Artificial Intelligence (AI): $3.0 million

The FY 2025 Request will enable the Department to leverage emerging technology, data, and industry leading practices to better meet evolving diplomatic mission and customer business requirements, pursuant to Section 5 of E.O. 13960[10] and Presidential Memorandum M-22-15[11]. The AI and robotics effort is a collaborative program across the Department to implement new technologies that will help improve the quality of State diplomacy work and control the costs of services. In partnership with the Office of Management Strategy and Solutions' Center for Analytics (M/SS CfA), IRM will utilize FY 2025 resources to expand on the Artificial Intelligence (AI), Robotic Process Automation (RPA), and Machine Learning (ML) capabilities across IRM's systems in addition to other initiatives being developed across the Department.

Initial and major Department customers include the Bureau of Diplomatic Security, Bureau of Consular Affairs, Bureau of the Comptroller and Global Financial Management, and multiple overseas posts as they start up and maintain their AI initiatives. These efforts are being undertaken in coordination with the Office of the Chief Data Officer and the AI Policy Coordination Group. By executing these AI automation initiatives, the Department will enable bureaus and offices to create more efficient digital workflows that improve data quality and free staff to focus on higher value activities.

Bureau of International Security and Nonproliferation (ISN): $2.1 million

Data Archive, Analysis, and Verification Environment Modernization (DAAVE): $1 million

The FY 2025 Request will fund multiple short-term project initiatives and proof-of-concept activities to extend and enhance the current Data Archive, Analysis, and Verification Environment treaty system in the Azure Secret platform. These activities will include the procurement of a team of highly technical Microsoft subject matter experts (SMEs) to design and implement: a user interface and user experience for the prototype DAAVE Azure Secret solution; a cloud-centric security model that allows for more granular access control by data owners and more robust monitoring of access to treaty-related documents in DAAVE; and a proof of concept for electronically verifying NATO clearances on documents that require clearance for access.

[9] OMB Memorandum M-16-19: Centralized Mission Support Capabilities for the Federal Government (DCCOI). https://www.whitehouse.gov/wp-content/uploads/2019/04/M-19-16.pdf
[10] E.O. 13960: Promoting the Use of Trustworthy Artificial Intelligence in the Federal Government. https://www.federalregister.gov/documents/2020/12/08/2020-27065/promoting-the-use-of-trustworthy-artificial-intelligence-in-the-federal-government
[11] Presidential Memorandum M-22-15: Multi-Agency Research and Development Priorities for the FY 2024 Budget. https://www.whitehouse.gov/wp-content/uploads/2022/07/M-22-15.pdf

Solutions Business Manager Modernization: $590,000

This Request will fund the replacement of the legacy Solutions Business Manager, previously named Serena Business Manager (SBM) platform and its related applications. The previous, limited process management software will be completely replaced with a cloud-based solution, enabling the migration of multiple service applications; implementing and complying with Zero Trust requirements to enhance cybersecurity and permit users to operate remotely with enhanced threat protection.

Power Platform Development: $486,000

The FY 2025 Request will fund Power Platform development and its deployment in crosscutting production applications, leveraging the benefits of the migration to the Azure platform and providing for enhanced Microsoft Power Platform development. This program will align with the Department's Zero Trust goals and meet cybersecurity requirements.

Office of Management Strategy and Solutions (M/SS): $14.2 million

Data Analytics Capabilities/Center for Analytics (CfA): $7.5 million

The Data.State ecosystem is among the standard-bearers for scalable, tailored data analytics technology platforms. Data.State supports CfA's advanced analytics teams and partner bureaus across the Department. This cybersecure platform breaks down data silos and removes redundant, costly technological duplication providing the modern data analytics capabilities necessary to yield actionable answers quickly and effectively for diplomatic and Departmental leadership decision making. The Data.State platform further reduces the potential proliferation of unsecure or unapproved shadow IT and is the foundation upon which the Department will expand its advanced data analytics capabilities and other emerging technologies.

FY 2025 funding will support: contract and license management; Authority to Operate (ATO) and security compliance, patching, upgrades; and integration across clouds and vendors to address analytics and infrastructure projects.

Emerging Artificial Intelligence (AI) Capabilities: $4.8 million

The Department is implementing generative AI capabilities, such as ChatGPT, to replace automatable, low value tasks. The result is an increase in the Department's productivity, allowing its personnel to focus on higher value activities. Effectively integrating AI into Department operations will directly support the Secretary's priority focus on Emerging Technology Diplomacy and the Modernization Agenda pillar of Innovation and Risk.

Through a collaborative partnership between CfA and IRM, the Artificial Intelligence Accelerator Initiative will scale technology inside the Department's Sensitive But Unclassified (SBU) environment to make better use of SBU data. Included in this data pool is an enormous volume of diplomatic cables that constitutes an untapped source of information which currently is too onerous to action insights for time-sensitive, mission critical decision making.

The deployed tools will enable Department personnel to leverage AI safely, responsibly, and ethically, obviating the need to use less secure, unauthorized, public environments. Additionally, these funds will support the development of common standards for factual verification, human oversight, and machine learning bias to ensure information generated does not result in the Department releasing incorrect or insensitive information.

NSDD-38 Application: $1.9 million

National Security Decision Directive (NSDD) 38, a process directed by the President, is the primary mechanism used by Chiefs of Mission to control the size, composition, and mandate of overseas mission staffing for all U.S. government executive branch agencies. This FY 2025 Request will support the upgrade of the legacy NSDD 38 (ClassNet) system to bring it into compliance with new cybersecurity standards, including: addressing DS common controls; integrating data automation for faster decision making; and promoting more effective interagency coordination and U.S. government staffing overseas.

The application upgrades will enable the Department to provide faster and more accurate processing of NSDD 38 Requests by utilizing data from sources not currently available to the current platform, while still ensuring the data within the application remains secure. The result will reduce the number of redundant positions abroad, decrease the response time for NSDD-38 Requests, and lower the level of manual labor currently required to make decisions. A new system will also improve data reporting and analysis ability. Together, these impacts will lower the U.S. government's risk of unnecessary spending while increasing the level of strategic staffing for targeted purposes.

In order to achieve these goals, FY 2025 funding will support efforts to: design and implement classified NSDD 38 platform upgrades; expand data integration; improve the ability to export or send data directly to the classified archive; strengthen the Department's capabilities to generate reports; and ensure cybersecurity compliance for classified data.

Bureau of Medical Services (MED): $15.1 million

Integrated Health Electronic Records System (iHERS): $15.1 million

The Bureau of Medical Services (MED) manages a worldwide health care network providing medical services for employees and their families serving abroad with the Department of State and other foreign affairs agencies. MED is comprised of a central office located in Washington, D.C., and Health Units at over 200 diplomatic missions in approximately 170 countries.

In support of the Medical Program, MED is required to maintain copies of medical records of patients for whom MED has provided medical care. The current legacy system of managing patient records requires Department employees and their families to carry physical paper records from post to post. This is error prone and frequently results in lost or misplaced records. A MED Provider Portal (MPP) is essential for the delivery of world class medical care and meeting legal obligations, particularly as the State Department continues to grapple with Anomalous Health Incidents (AHI), staff exposure to air pollution, and other environmental hazards.

The FY 2025 Request will support MED's implementation and sustainment of its nascent Integrated Health Electronic Records System (iHERS). This requirement is driven by special urgency due to: the Department's obligation from recent legal settlements to transition to a worldwide care management model, which allows MED to manage more complex care in austere environments; and the management and investigation of Anomalous Health Incidents (AHI) affecting personnel overseas.

A tailored MED Provider Portal will allow MED clinicians access to patient medical records globally from a secure centralized repository, improving the quality, transparency, and efficiency of administering care to beneficiaries throughout their tenure with the USG, including when they transition between overseas assignments. This effort is a vital step in achieving MED's goal of integrating all aspects of secure information handling and

sharing, in alignment with the unique requirements and privacy standards necessary for the Department's vast global network.

Bureau of Political-Military Affairs (PM): $1.2 million

Zero Trust Implementation for Diplomatic Clearance Application System (DCAS): $1.2 million

The FY 2025 Request will be utilized to: procure Microsoft Azure Cloud to implement Zero Trust improvements for the Diplomatic Clearance Application System (DCAS); test its functionality in a development cloud environment to ensure its proper operation once Zero Trust improvements are configured and deployed in production; and train support personnel on new maintenance processes and procedures. Funding will address increased costs of implementing stricter logging and analytics features with Zero Trust. The Request will also fund the migration of legacy tape backup records to more modern, cloud-based secure backups, thereby reducing the associated administrative burden and related costs.

Proposed Appropriations Language

CONSULAR AND BORDER SECURITY PROGRAMS

Of the amounts deposited in the Consular and Border Security Programs account in this or any prior fiscal year pursuant to section 7069(e) of division K of the Consolidated Appropriations Act, 2022 (Public Law 117–103), $491,000,000 shall be available until expended for the purposes of such account: Provided, That the Secretary of State may by regulation authorize State officials or the United States Postal Service to collect and retain the execution fee for each application for a passport accepted by such officials or by that Service.

(CANCELLATION)

Of the unobligated balances available in the Consular and Border Security Programs account, $691,000,000 are hereby permanently cancelled: Provided, That no amounts may be cancelled from amounts that were designated by the Congress as an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985.

CONSULAR AND BORDER SECURITY PROGRAM

Resource Summary

($ in thousands)

Consular and Border Security Programs (CBSP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
CBSP Resources	**7,361,815**	**7,936,915**	**7,538,703**	**(398,212)**
Carryforward In (Total)	1,744,400	2,971,026	3,127,135	156,109
Carryforward In, CBSP Available	1,744,051	2,479,857	2,405,045	(74,812)
Carryforward In, Appropriations [1]	349	79	-	(79)
Carryforward In, PAEF [2]	-	491,090	722,090	231,000
Recoveries and Transfers In	88,387	2,528	-	(2,528)
Current Year Collections, Total	5,529,028	5,213,361	5,102,568	(110,793)
Of which, Available for Expenditure	5,037,938	4,732,361	4,611,568	(120,793)
Of which, PAEF[2]	491,090	481,000	491,000	10,000
Cancellation of Prior Year Balances [3]	-	(250,000)	(691,000)	(441,000)
CBSP Spending	**4,390,789**	**4,809,780**	**5,068,799**	**259,019**
CBSP	4,390,789	4,559,780	4,577,799	18,019
PAEF Authority[2]	-	250,000	491,000	241,000
CBSP Carryforward Out	**2,971,026**	**3,127,135**	**2,469,904**	**(657,231)**
Carryforward Out Available	2,479,936	2,405,045	1,747,814	(657,231)
Carryforward out, PAEF	491,090	722,090	722,090	-

[1] Appropriations comprise remaining balance of emergency supplemental funds made available from the Coronavirus Preparedness and Response Supplemental Appropriations Act, 2020 (P.L. 116-123); Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136); and Consolidated Appropriations Act, 2021 (P.L. 116-260).
[2] Passport Application and Execution Fees (PAEF) are credited as offsetting receipts in the year of collection but require specific authority in appropriations to be available for obligation.
[3] Cancellation of prior year unobligated CBSP balances, not including PAEF which cannot not be "scored" as an offset to budget authority.

WHO WE ARE & WHY IT MATTERS

The Bureau of Consular Affairs (CA) has no higher priority than the welfare and safety of U.S. citizens abroad. Across the globe, the Bureau serves those citizens during some of their most important moments, such as births, adoptions, medical emergencies, deaths, arrests, and disasters.

In addition, CA helps U.S. citizens explore the world by issuing millions of U.S. passports each year. Consular officers also adjudicate and approve visas for qualified visitors, workers, and immigrants in a manner that keeps the country safe and helps foreign nationals connect with the United States.

National security underpins all aspects of consular work. To protect U.S. borders from evolving threats at

home and abroad, CA works proactively by coordinating with foreign governments and interagency partners, such as the Department of Homeland Security (DHS), the Department of Justice (DOJ), the Department of the Treasury, and others within the intelligence and law enforcement communities. Each visa and passport adjudication is a national security decision, with a combination of consular integrity programs and a robust fraud prevention effort enabling Department employees to make appropriate determinations that strengthen U.S. border security.

Advances in technology and data analytics present opportunities to fortify the Department's visa and passport processes. The Next Generation Passport has strengthened the security of U.S. travel documents, and by FY 2025, the development of a modernized visa system will be well underway. Through the implementation of such initiatives, CA is advancing the Presidential Management Agenda (PMA) goals of achieving modernized IT infrastructure and improving customer service experiences while maintaining high standards for security, information sharing, and efficiency.

CA is the U.S. government's foremost provider of services for U.S. citizens abroad, including: administration of voting assistance for U.S. elections; registration of births or deaths of U.S. citizens; repatriation of the remains of deceased U.S. citizens; and assistance to citizens in returning to the United States. Through their provision of U.S. citizen and visa services, CA staff are the public face of the U.S. government overseas; more people interact with consular officers overseas than with any other U.S. government official.

With adequate resources, funding flexibilities, and improved efficiencies, CA will continue its work of providing timely visa and passport adjudications. The Bureau's efforts help bring revenue to the U.S. business, tourism, and education sectors. The resulting economic boost supports 9.5 million jobs in the United States, as reflected in Department of Commerce statistics reports that state these jobs rely directly or indirectly on travel and tourism. The Department takes the importance of the associated economic impacts of these jobs for the U.S. public very seriously. CA undertakes regular reviews and applies lessons learned in order to identify and incorporate process improvements. Illustrative of this application of best practices, CA will have addressed the long wait times associated with an unprecedented surge in demand for consular services following the pandemic by FY 2025.

The Consular and Border Security Programs (CBSP) account enables CA to perform its mission. CA relies on user fees deposited in the CBSP account to fund the consular-related activities of more than 13,000 professionals in more than 300 locations worldwide, including 29 domestic passport facilities and 14 partner bureaus across the Department. A network of 7,900 local passport application acceptance facilities around the country supports passport operations, thereby enabling eligible U.S. citizens to apply for a passport. CA programs benefit the U.S. economy through tourist spending, foreign investment, and U.S. employment of highly skilled workers.

There are key fees and surcharges with authorities that allow the Department to collect, retain, and expend funds for consular services. These fees and surcharges include:

- Machine Readable Visa (MRV) fees;
- Western Hemisphere Travel Initiative (WHTI) surcharge;
- Passport Security Surcharge (PSS);
- Immigrant Visa Security Surcharge (IVSS);
- Diversity Visa (DV) Lottery fees;
- Fraud Prevention and Detection (H&L) fees;
- Affidavit of Support (AoS) Review fees;
- Expedited Passport Fees (EPF); and

- J-Waiver[12] fees.

Passport Application and Execution fees (PAEF) are collected and retained in the CBSP account; however, these fees are not available for obligation or expenditure absent specific authority.

Each consular fee or surcharge funds CBSP programs and activities consistent with its applicable statutory authorities. Congress has been instrumental in providing expanded expenditure authorities for several consular fees, and the FY 2025 Request assumes the continuation of those expanded expenditure authorities.

BUREAU STRATEGIC GOALS

1. Protect the lives and serve the interests of U.S. citizens overseas through the provision of efficient and effective services.
2. Enhance the customer experience while improving the security and efficiency of Passport Services.
3. Innovate our processes to facilitate legitimate travel while promoting secure U.S. borders.
4. Improve organizational and resource capacity in support of consular services.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

Given the wide range of services provided by CA, the FY 2025 Request encompasses multiple focus points for the Department. The Bureau aims to maximize its data capabilities and flexibility to provide greater support for U.S. citizens at home and abroad, with the Request maintaining the IT modernization effort aimed at making consular operations more secure, effective, and efficient. The Request also invests in programs that achieve the Administration's goal of improving diversity, equity, inclusion, and accessibility (DEIA) at the Department. In addition, FY 2025 funding will be used to increase customer satisfaction and service delivery to U.S. citizens by supporting Online Passport Renewal (OPR) and online payments through Pay.gov.

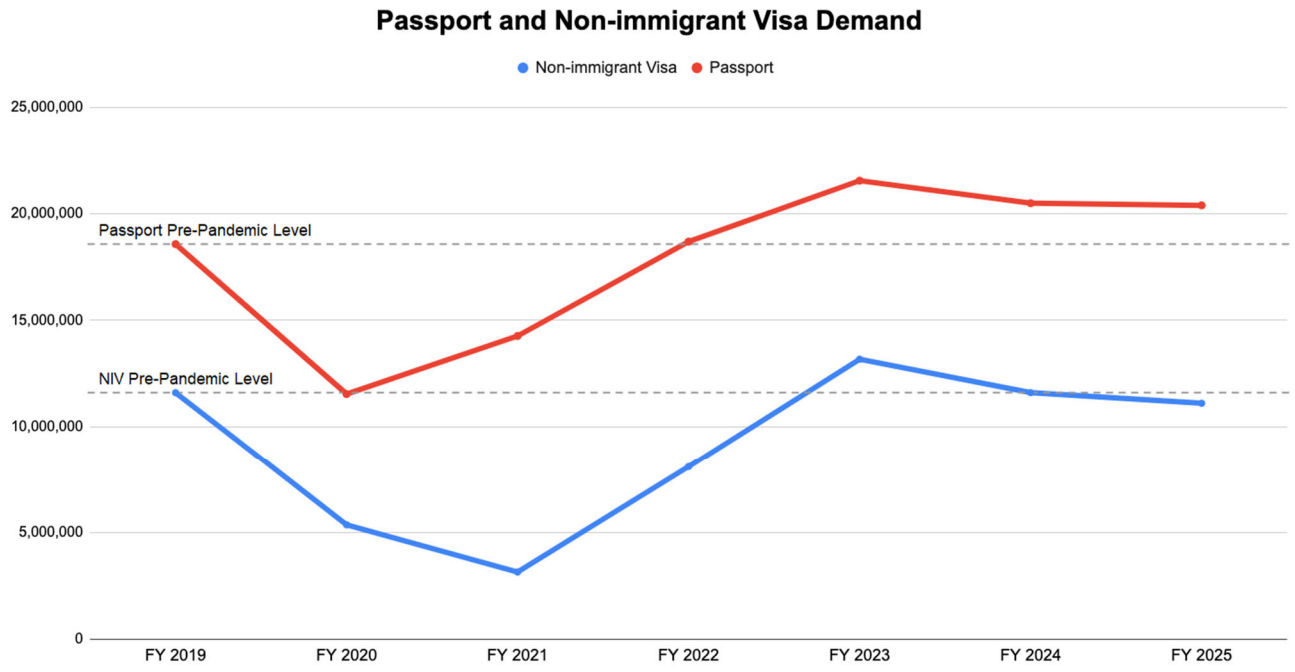
The Department requests that Congress further extend the expanded consular fees expenditure authorities first provided during the pandemic. The expanded authorities for PSS, IVSS, WHTI, and H&L provide the flexibility and resilience to confront unforeseen downturns in the fee collections, which is a critical factor in CA's ability to be self-sustaining in the long term.

The FY 2022 Consolidated Appropriations Act authorized the Department to retain PAEF in the CBSP. These fees previously were remitted to the general fund of the Treasury. Passport application fees are the only retained consular collections that currently include cost for provision of overseas citizens services within consular fees. However, these fees are not available for expenditure absent specific budget authority. For FY 2025, the Department requests the authority to spend $491 million in PAEF revenue, an amount equal to projected collections, in order to cover overseas citizens services and passport services. To offset PAEF spending authority and reduce carryover balances, the Request proposes canceling $691 million in unobligated prior year CBSP balances.

The combination of these authorities, fee changes, and rescissions will allow CA to better align spending to activities, manage future fluctuations in demand, and maintain global consular operations capable of addressing future crises.

[12] Waiver of the Exchange Visitor two-year home-country physical presence requirement

Reflecting projected travel trends, CA anticipates 11.1 million MRV fee receipts in FY 2025, a level 500,000 (4.3 percent) below the FY 2024 estimate. In addition, the anticipated passport demand for FY 2025 is 20.4 million, a decrease of 80,000 below the estimated FY 2024 level. However, overall passport application growth since FY 2020 demonstrates U.S. citizens' increased interest in overseas travel. Estimates for passport demand, labor requirements, and associated costs must account for a combination of a growing U.S. population, increased international travel by U.S. citizens, economic variables, and anticipated requirements from the 20th anniversary of the WHTI program.



The FY 2025 Request includes $6.4 million in support for new partner bureaus within the CBSP, including $3.3 million for the Bureau of Budget and Planning and $3.1 million for the Special Presidential Envoy for Hostage Affairs (SPEHA). The Request also contains a $1 million increase to the Bureau of Counterterrorism to support the development of an application for screening visa applicants. In addition, the request funds certain Diplomatic Security positions and programs from the CBSP after their temporary realignment to WSP during the pandemic. Further details are provided in the sections below.

The following information displays projected obligations for the CBSP in FY 2025, including increases/decreases from the FY 2024 Estimate, which reflects revenue projections and spending assumptions as of January 2024.

Bureau of Consular Affairs: $3.7 billion

Passport Services: $1.1 billion

The Passport Services Directorate (PPT) is the Department's most visible public service program in the United States. PPT adjudicates U.S. citizenship and nationality, determines entitlement, and issues U.S. passport documents to eligible U.S. citizens and nationals. These actions help facilitate legitimate U.S. travel, trade, and tourism.

Providing secure travel documents to those who are eligible to receive them, while denying them to those who are not, strengthens the country's borders and promotes national security. PPT personnel contribute directly to this effort by effectively adjudicating passport applications through an extensive vetting process. In addition to passport books, the Directorate also issues passport cards. Passport cards are wallet-sized documents used to enter the United States from Canada, Mexico, the Caribbean, and Bermuda at land border crossings and seaports-of-entry. PPT also supports the production of Border Crossing Cards issued to Mexican citizens for the purposes of entering the United States, as well as the Consular Reports of Birth Abroad issued to children born overseas to U.S. citizen parents.

PPT operates in 29 domestic passport agencies and production centers in the United States, and the Directorate supports passport services provided by consular personnel at U.S. embassies and consulates abroad. OMB identified PPT as a High-Impact Service Provider (HISP) due to its large customer base and the impact the passport application and issuance process has on U.S. citizens and nationals.

Passport Operations obligations are projected to increase by 16 percent in FY 2024 in support of: updated demand projections; the expansion of the National Passport Information Center to enhance the customer experience; and increased costs in postage, passport books, and contract expenditures. It is expected these obligations will normalize to $1.1 billion in total in FY 2025 based on workload trends.

Consular Management and Support: $830.7 million

The Consular Management and Support (CMS) line consolidates CA's various reimbursement payments to Department entities. This consolidation improves transparency and reporting reliability.

The FY 2025 Request is $830.7 million, an increase of $80 million from previous activity levels. This value includes: $382.2 million for International Cooperative Administrative Support Services (ICASS) payments; $351.4 million for the Bureau of Overseas Buildings Operations (OBO); $81.7 million for domestic facility management and leases; and $15.3 million for the information technology (IT) Working Capital Fund (WCF) to support 3,600 laptops and other Bureau of Information Resource Management (IRM) supported infrastructure. The Request also reflects a $20 million realignment from the Embassy Security Construction and Maintenance (ESCM) account to support vital security, accessibility, and modernization improvements to consular sections at the Department's overseas posts.

The OBO allocation of $351.4 million is a $39.1 million increase above FY 2024 Estimate after the ESCM realignment, and it includes: $194.2 million for Capital Security and Maintenance Cost Share; $90.2 million for leases; and $67.0 million for Consular Renovations and Improvements, of which $20 million is dedicated to renovations to overseas posts to accommodate persons with disabilities.

Consular Systems and Technology: $708.7 million

The Office of Consular Systems and Technology (CA/CST) develops, deploys, and supports mission critical IT systems and infrastructure for consular operations at domestic offices and overseas posts. CA/CST also: develops and implements standards for the information systems which form the backbone of CA's operations domestically and abroad; maintains the Consular Consolidated Database (CCD) for real-time access to visa and passport records worldwide; and monitors data quality to ensure Department system architecture meets current and projected requirements. To achieve these aims, CA/CST applies leading-edge technology solutions for optimal system performance and implements robust cybersecurity.

The FY 2025 Request is $708.7 million, an increase of $52.2 million (8 percent) above the FY 2024 Estimate level. Modernization of consular operations will continue to be the top IT priority in FY 2025, including

development and expansion of Online Passport Renewal, the electronic DS-11 form, American Citizens Services applications, and modernized visas. The Request also supports the CA Service Desk, which provides 24/7/365 support for consular officers at more than 240 posts worldwide.

With this request, CA/CST will carry out two simultaneous lines of effort: (1) the development and deployment of modernized systems; and (2) the execution of support operations, maintenance, and mandatory enhancements to legacy systems.

CA/CST supports the Chief Information Officer's (CIO) commitment to cybersecurity, modernization, and a skilled workforce, thereby ensuring the secure, reliable, and accessible operation of consular systems. In addressing cybersecurity, CA follows a comprehensive security, development, and operations (SecDevOps) approach, integrating security from the start and actively managing assessment, authorization, and vulnerability remediation. CA prioritizes a risk-balanced cybersecurity posture and works toward obtaining and maintaining Authorizations to Operate (ATOs).

CA's IT modernization focuses on enhancing the customer experience and providing practical, forward-looking solutions. The Bureau develops and deploys applications that improve accessibility, leverage cloud-smart platforms, and continually evolve to deliver better interfaces and services.

In addition, CA/CST's efforts support a hybrid work infrastructure by providing 24/7 customer service and technical support to consular officers and technicians worldwide. CA/CST also conducts training programs to ensure personnel possess up-to-date skills and prioritizes the diversification and qualifications of its IT workforce.

Consular Affairs Overseas Support: $702.5 million

Overseas Support includes CBSP-funded direct expenses for consular operations at 240 posts and 40 consular agencies. These costs include post-funded benefits for nearly 2,000 Foreign Service Officer (FSO) and Limited Non-Career Appointee (LNA) U.S. direct hires and the full salaries for nearly 4,000 Locally Employed (LE) staff. Taken together, these elements account for $329.5 million in Overseas Support costs. The remaining $373 million in Overseas Support is dedicated to the Global Support Strategy (GSS) public-private partnership, which provides visa services to 175 consular operations abroad.

The posts supported by these efforts advance U.S. national security by providing consular services to U.S. citizens, including U.S. passports and services in response to U.S. citizen arrests, deaths, and other emergencies, as well as visa services to foreign nationals visiting or immigrating to the United States.

The FY 2025 Request of $702.5 million is an increase of $87.5 million (14.2 percent) above the FY 2024 Estimate. Built into the Request is a $357.2 million realignment of International Cooperative Administrative Support Services (ICASS) payments to the new Consular Management and Support (CMS) line item, contributing to a total FY 2025 ICASS estimate of $382.2 million within CMS.

The Request also contains a $35.8 million increase to post allotments needed to fund overseas consular operations and staffing, as well as provide support for version 2.0 of the GSS support contract, which will provide CA with modernized, more robust fee reporting and more agile IT systems. This funding includes $31 million to support Foreign Service hiring needed to address vacancy rates and eliminate consular staffing gaps at overseas posts.

CONSULAR AND BORDER SECURITY PROGRAM

Visa Services: $291.3 million

The Visa Services Directorate (VO) administers the visa portion of the U.S. immigration system, supporting overseas posts in visa adjudication and ensuring consular officers make adjudication decisions in accordance with the laws and regulations that protect U.S. borders and facilitate legitimate travel. Given that visa adjudications are national security decisions, VO works with other agencies to screen all applicants efficiently and accurately for security threats and other potential ineligibilities.

VO also manages all domestic case preparation for interviews overseas, including significant prescreening and anti-fraud screening. This preprocessing adds valuable layers of security, consistency, and cost savings for overseas operations.

The FY 2025 Request is $291.3 million, a decrease of $16 million (-5.2 percent) below FY 2024 Estimate. Utilizing these funds, VO will support the sustained rise in visa demand and associated FBI fingerprint verification, visa foil and card printing, and support contract costs. In addition, the Request will support the continued development of, and staffing for, domestic renewals, which will allow certain employment based nonimmigrant visa holders to renew their visas domestically.

The FY 2025 funding level also includes support for the Remote Processing Unit, which adjudicates certain nonimmigrant visa applications that do not require interviews for overseas posts.

Domestic Executive Support: $54.6 million

Domestic Executive Support (DES) encompasses CA's Front Office, 1CA, the Office of the Executive Director (CA/EX), the Office of Public and Congressional Affairs (CA/P), and the Comptroller (CA/C). These offices: oversee the overall performance of the Bureau in its role as the primary implementer and manager of the CBSP account; manage CA's domestic human capital, physical resources, and logistics; and support the overseas consular sections' resource planning and financial management.

The leadership and management improvement programs under 1CA provide business efficiency, project management, leadership best practices, and training support. CA/P oversees public and Congressional affairs for the Bureau, managing its social media platforms, as well as all press and Congressional engagement. CA/P also trains domestic U.S. law enforcement entities on their Consular Notification and Access responsibilities under the Vienna Convention on Consular Relations, ensuring compliance with this critical reciprocal international obligation. CA/C provides funding for DEIA initiatives, litigation liabilities, and CA's customer experience coordination efforts. Together, these offices provide the Bureau with a unified platform to manage the collection of consular fees and undertake the appropriate distribution of these funds throughout the Department.

The FY 2025 Request is $54.6 million, a decrease of $5.6 million (-9.2 percent) below FY 2024 Estimate. The Request includes $9 million for CA's customer experience program, including $6.5 million in contract support for data analytics and data science to advance the Administration's goal of using technology to improve the customer experience for those seeking consular services.

The Request also reflects a realignment of $14.5 million in expenses to a new Consular Management and Support line. This value comprises $7.2 million for laptops and $7.3 million for domestic facilities.

Overseas Citizens Services: $14.3 million

The Directorate of Overseas Citizens Services (OCS) helps fulfill the Secretary of State's responsibility to provide consular protection and services to U.S. citizens abroad by providing Department personnel and

leadership the policy guidance needed to achieve these core duties.

The FY 2025 Request is $14.3 million, a decrease of $3.3 million (-18.8 percent) below FY 2024 Estimate. The Request fully supports the OCS call center, which provides routine services and emergency guidance to U.S. citizens during non-crisis and crisis events. The Request also includes funding for staff travel to better support U.S. citizens abroad.

Foreign Service National (FSN) Separation Liability Trust Fund: $4.9 million

The Foreign Service National (FSN) Separation Liability Trust Fund (FSNSLTF) covers the accrued separation pay of foreign national employees who voluntarily resign, retire, die in service, or lose their jobs due to reduction-in-force. The FY 2025 Request is $4.9 million, maintaining the same level as FY 2024 Estimate.

Fraud Prevention Programs: $3 million

The Office of Fraud Prevention Programs (CA/FPP) contributes to national security by ensuring and strengthening the integrity of consular processes. CA/FPP builds skills, develops techniques, and increases data sharing to enable consular personnel to detect fraud domestically and overseas. To achieve this, CA/FPP develops and coordinates policies, programs, and training courses to identify, prevent, and disrupt passport, visa, and other types of consular fraud.

CA/FPP analyzes fraud trends and disseminates anti-fraud information to the Department and partner agencies. The Office uses this information to contribute to the design and development of secure travel and identity documents, not only for U.S. issuers at both the federal and state level, but also for international partners. To combat immigration fraud and alien smuggling, CA/FPP liaises with other Department bureaus, including the Bureau of Diplomatic Security (DS) and the Bureau of International Narcotics and Law Enforcement (INL), as well as with U.S. federal agencies, especially the Department of Homeland Security (DHS), and other targeted organizations.

The Consular Integrity Division prevents, detects, and deters internal fraud and employee malfeasance. The division also assists DS with law enforcement investigations related to malfeasance.

The FY 2025 Request is $3.0 million, a decrease of $265,000 (-8.1 percent) below FY 2024 Estimate. The Request will allow CA/FPP to conduct on-site fraud prevention reviews, provide timely and topical training to consular professionals, and continue contract support for analytics tools which help field adjudicators analyze, detect, and prevent passport and visa fraud.

CBSP Staff/American Salaries: $930.2 million

The U.S. citizenry is the most vital component of CBSP-funded programs and activities. Reflecting that, the Department devotes significant effort and resources toward increasing efficiency and capacity in the visa and passport processes. To achieve this, the Department must ensure it establishes and maintains adequate staffing levels both domestically and overseas. The FY 2025 Request provides funding for positions in CA and eleven Department partner bureaus that provide consular related services.

The FY 2025 Request is $930.2 million, an increase of $57.7 million (6.6 percent) above FY 2024 Estimate. The Request reflects anticipated salary increases, as well as the staffing and payroll support for adding 54 new CA positions above the FY 2024 Estimate. The Consular Affairs Overseas Support section additionally includes $31 million to enable recruitment of +100 FS positions above attrition for entry level consular assignment, with the funding realigned to CBSP salaries and line items as part of the FY 2025 Operating Plan.

The FY 2025 CBSP Request also funds 237 existing Diplomatic Security positions realigned from WSP and 26 Special Presidential Envoy for Hostage Affairs (SPEHA) positions realigned from DP, of which 20 are existing and 6 would be new.

The combined result is an FY 2025 funded employment ceiling of 5,609 staff, with an estimated 2,151 Foreign Service (including Limited Non-career Appointment staff encumbering full-time positions) and 3,458 Civil Service employees.

CBSP Support/Department of State Partners: $410.2 million

Bureau of Information Resource Management: $155 million

The Bureau of Information Resource Management (IRM) provides CA with a modern and secure IT infrastructure based on a multi-platform hybrid cloud computing ecosystem. This computing environment provides strong cybersecurity safeguards that are essential in the support of critical visa and passport operations. IRM is committed to delivering reliable modern IT platforms that enable bureau customers to securely access and utilize the data required to execute their diplomatic mission.

The FY 2025 Request is $155 million, an increase of $92.2 million (147 percent) above FY 2024 Estimate, of which $90.8 million is realigned from IRM's current DP allocation with an additional $1.4 million for data center hosting of critical visa and passport systems. Realigned activities include: $46.7 million for Global IT Modernization and virtual collaboration initiatives; $13.8 million in cybersecurity operations; $7.2 million for management and planning; $7 million for overseas IT consular position support; $6.3 million for Facility Support Costs; $4.4 million for system licenses; $3.6 million for Messaging Services; $1.3 million for bandwidth and Enterprise Network Management; and $500,000 in support for the Regional Information Management Center (RIMC).

Bureau of Diplomatic Security: $98.8 million

The Bureau of Diplomatic Security (DS) coordinates and facilitates investigations involving U.S. and foreign travel documents. Investigation topics include the fraudulent issuance, acquisition, and use of U.S. passports, as well as visa fraud cases, including the fraudulent issuance, procurement, counterfeiting, and forgery of U.S. visas.

In coordination with CA, DS investigates fraudulent document vendors, bribery, public corruption, alien smuggling, human trafficking, and any other crimes involving U.S. and foreign travel documents. DS also investigates allegations of corruption by U.S. citizen employees and locally employed (LE) Staff. The Office of Domestic Facilities Protection provides close to 200 Uniformed Protection Officers that are responsible for the physical and personnel security at passport agencies and visa centers across the country.

The FY 2025 Request is $98.8 million, an increase of $26.2 million (36 percent) above FY 2024 Estimate. This increase in funding will be dedicated to security clearance investigations.

The Request also realigns funding for 237 domestic Civil Service investigator positions and 147 overseas LE staff positions supporting consular operations from Worldwide Security Protection (WSP) to CBSP. This realignment comes with a commensurate $46.9 million increase in the CBSP salaries allocation and $18.2 million for benefits, along with corresponding adjustments to WSP. In addition, the FY 2025 Request provides $1.4 million to support Foreign Affairs Counter Threat (FACT) training for CBSP-funded employees and $23.2 million for security clearance investigations for CA contract employees.

CONSULAR AND BORDER SECURITY PROGRAM

Bureau of Administration: $51.6 million

The Bureau of Administration (A) provides CA's domestic staff with approximately 1.4 million square feet of safe, functional, and efficient office space in 30 locations across the United States. The A Bureau supports CA's allocation for: real estate rent payments; capital improvements' facility maintenance and upkeep (including energy savings initiatives); and the modernization and renovation management required to improve space and energy use.

The FY 2025 Request is $51.6 million, an increase of $1.2 million (2.3 percent) above FY 2024 Estimate. This funding level only addresses domestic leases, as $17.6 million for domestic facility management and renovation costs have been realigned from the A bureau to be covered under the Consular Management and Support (CMS) line for domestic facilities.

Post Assignment Travel: $41.8 million

Post Assignment Travel (PAT) covers the travel and other permanent change of station (PCS) costs for consular personnel, including the shipment of personal property and baggage. PAT is crucial for staffing worldwide missions with the trained Foreign Service Officers needed to meet visa demand overseas.

The FY 2025 Request is $41.8 million, an increase of $495,000 (1.2 percent) above FY 2024 Estimate. The Request supports CA and Global Talent Management projections for PCS travel in FY 2025.

Foreign Service Institute: $29.1 million

The Foreign Service Institute (FSI) provides world-class training and education to State employees over the full span of their careers. FSI's range of education services includes, but is not limited to: the Orientation Seminar in the first days of employment; the development of substantive, regional, linguistic, leadership, and managerial expertise for mid-level careerists; and the Ambassadorial Seminar and other training for the Department's most senior officials. Through all of these activities, FSI cultivates the knowledge, attitudes, and skills required by U.S. government foreign affairs professionals in the execution of their duties.

The FY 2025 Request is $29.1 million, a $1.5 million decrease (-5 percent) from FY 2024 Estimate. The Request addresses training costs based on anticipated enrollment levels and supports the full range of language, professional, DEIA, and transitional training for consular professionals.

Bureau of Global Talent Management: $19.4 million

The mission of the Bureau of Global Talent Management (GTM) is to recruit, retain, and sustain a diverse, talented, and inclusive workforce that is prepared to advance U.S. national security interests and U.S. values in every corner of the world. GTM supports the full life cycle of consular employees' service with the Department by leading the recruitment, assignment, and career development processes in a manner that builds an engaged and effective workforce. Consular employees represent approximately 20 percent of the Department's Civil and Foreign Service active workforce.

The FY 2025 Request is $19.4 million, which is consistent with FY 2024 Estimate. The Request is based on the anticipated FY 2025 staffing levels required to conduct global consular operations and meet visa and passport workload demands. FY 2025 funding will continue to support Foreign Service hiring aimed at addressing vacancy rates and eliminating staffing gaps at overseas posts.

CONSULAR AND BORDER SECURITY PROGRAM

Office of the Legal Adviser: $4.3 million

The Office of the Legal Adviser (L) provides legal advice and services to Department of State bureaus and officials on consular-related matters, such as: interagency efforts and international negotiations; benefits and services for U.S. citizens abroad; international children's issues; international judicial assistance; and the performance of other consular functions by U.S. consular officers or U.S. protecting powers abroad.

The FY 2025 Request is $4.3 million, a $241,000 (6 percent) increase above FY 2024. The Request will allow the Office of the Legal Adviser's Consular Affairs Office to fully fund contract support for litigation based on trend lines showing an increase in litigation related to visa, passport, and American Citizens Services cases.

Bureau of Budget and Planning: $3.3 million

The FY 2025 Request of $3.3 million includes a new allocation to the Bureau of Budget and Planning to update the budget and financial management system used by overseas posts to manage consular budgets. The amount is based on the level of effort required to develop and deploy consular-specific requirements.

Special Presidential Envoy for Hostage Affairs: $3.1 million

The Department of State has no higher priority than the welfare and of U.S. citizens abroad. Article 5(a) of the Vienna Convention on Consular Relations (VCCR) provides that consular functions include "protecting in the receiving State the interest of the sending State and of its nationals, both individuals and bodies corporate, within the limits permitted by international law…."

The FY 2025 Request realigns the operating expenses of the Special Presidential Envoy for Hostage Affairs (SPEHA) from the Bureau of Counterterrorism's (CT's) allocation in the Diplomatic Programs account. The Request of $3.1 million will fund costs associated with SPEHA's global mission to secure freedom of U.S. national hostages and wrongful detainees held abroad, support their families, and end the practice of hostage diplomacy. In addition, CBSP will provide for the salaries of 20 Civil Service and 6 Foreign Service personnel.

The Department plans to fund SPEHA operating expenses using both fee revenue from the CBSP account and a portion of EPF revenue that will be deposited in the Diplomatic Programs account, consistent with the first proviso under the heading "Diplomatic and Consular Programs'' in title V of Public Law 103–317 (22 U.S.C. 214 note).

Comptroller and Global Financial Services: $1.5 million

The Bureau of the Comptroller and Global Financial Services (CGFS) provides financial services in support of ongoing consular-related activities, including vouchering, payroll processing, accounts payable, receivables, and refund processing.

The FY 2025 Request is $1.5 million, an increase of $40,000 (2.8 percent) above FY 2024 Estimate. The Request funds CGFS's core ongoing financial operations in support of CA's global consular operations.

Bureau of Counterterrorism: $1.1 million

The Bureau of Counterterrorism (CT) focuses on U.S. border security through initiatives that enhance U.S. and foreign partners' abilities to detect and deter terrorists. CT programs and partnerships bolster each other, working in conjunction with other U.S. government programs on identity information sharing, watchlisting, screening, and border security.

CONSULAR AND BORDER SECURITY PROGRAM

The FY 2025 Request is $1.1 million, a $947,000 increase from the FY 2024 Estimate. The Request includes funding to address additional costs related to the Visas Viper vetting and watchlist program, which is vital to the wider Department effort to enhance visa and border security through improved watch listing and screening.

Repatriation Program Administration: $855,000

The CBSP account funds the administrative support costs for the Repatriation Loans program, which uses appropriated funding to assist destitute U.S. citizens abroad who have no other source of funds to return to the United States.

The FY 2025 Request is $855,000, a $14,000 (1.7 percent) increase above FY 2024 Estimate. The Request is based on projected repatriation loan recipients as international travel stabilizes in the post-pandemic era.

Bureau of Medical Services (MED): $478,000

MED safeguards and promotes the health and well-being of America's diplomatic community worldwide. As part of this work, the Bureau provides medical clearances for employees filling consular positions, including Foreign Service Officers, Limited Non-career Appointment (LNA) staff, and Appointment Eligible Family Members (AEFMs).

The FY 2025 Request is $478,000, a decrease of $1.8 million (-79.3 percent) from FY 2024 Estimate. The decrease is based on the sunsetting of special medical clearance costs related to COVID-19. The Request fully supports medical clearance costs for projected FY 2025 Foreign Service Officer hiring levels.

Criminal Investigations: $0

Criminal Investigations (CI) funds enabled certain law enforcement activities related to visa and passport fraud. These ongoing expenses have been integrated into the Bureau of Diplomatic Security (DS) allocation.

Resource Summary

($ in thousands)

Spending by Program	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request Vs. FY 2024 Estimate
Machine Readable Visa Fees	1,482,695	2,188,966	2,427,496	238,530
Passport Security Surcharge	1,774,378	1,331,495	1,699,431	367,936
Western Hemisphere Travel Surcharge	389,225	343,455	-	(343,455)
Expedited Passport Fees	387,037	538,120	314,268	(223,852)
Affidavit of Support Fees	38,421	34,163	30,000	(4,163)
Diversity Visa Lottery Fees (Border Security)	33,230	19,498	14,000	(5,498)
Immigrant Visa Security Surcharge	64,729	58,465	53,852	(4,613)
H/L Fraud Prevention & Detection Fees	41,284	42,305	49,139	6,834
J-Waiver Fees[1]	-	2,840	2,490	(350)
Appropriations[2]	348	79	-	(79)

CONSULAR AND BORDER SECURITY PROGRAM

Spending by Program	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request Vs. FY 2024 Estimate
Passport Application and Execution Fees	179,442	250,394	478,123	227,729
Consular Border Security Programs	**4,390,789**	**4,809,780**	**5,068,799**	**259,019**

[1] The Department is authorized by 22 U.S.C.§ 1475e, in conjunction with 31 U.S.C. § 9701, to collect and retain fees for "Exchange Visitor Program Services." including the fee for the waiver of the two-year home-country physical presence requirement before requesting to adjust status or applying for immigrant and certain nonimmigrant visas, known as the J-Waiver fee. The J-Waiver fee is deposited into the Diplomatic Programs Account but is available for CA use.
[2] Appropriated Funds comprise emergency supplemental funds made available from the Coronavirus Preparedness and Response Supplemental Appropriations Act, 2020 (P.L. 116-123); Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136); and Consolidated Appropriations Act, 2021 (P.L. 116-260).

Funds by Program Activity

($ in thousands)

Spending by Program	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Bureau of Consular Affairs	**3,141,448**	**3,651,372**	**3,728,389**	**77,017**
Consular Systems and Technology	698,114	656,526	708,698	52,172
Domestic Executive Support	39,230	60,148	54,598	(5,550)
Fraud Prevention Programs	2,439	3,256	2,991	(265)
Visa Services	283,982	307,189	291,251	(15,938)
Passport Services	1,071,342	1,236,056	1,118,458	(117,598)
Overseas Citizens Services	14,332	17,541	14,251	(3,290)
Overseas Support	1,027,075	615,069	702,521	87,452
FSN Separation Liability Trust Fund	4,934	4,934	4,934	-
Consular Management and Support[1]	-	750,653	830,687	80,034
Partner Bureaus	**528,833**	**285,925**	**410,222**	**124,297**
Bureau of Administration	61,887	50,464	51,631	1,167
Diplomatic Security	44,641	72,674	98,828	26,154
Overseas Buildings Operations	271,033	-	-	-
Information Resource Management	63,569	62,788	155,000	92,212
Criminal Investigations[2]	84	-	-	-
Foreign Service Institute	28,987	30,575	29,071	(1,504)
Post Assignment Travel	34,787	41,268	41,763	495
Global Talent Management	17,577	19,404	19,404	
Bureau of Counterterrorism	76	158	1,105	947

CONSULAR AND BORDER SECURITY PROGRAM

Spending by Program	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Legal Adviser	2,844	4,015	4,256	241
Comptroller and Global Financial Services	1,428	1,426	1,466	40
Repatriation Loan Program (Admin.)	839	841	855	14
Medical Services	1,081	2,312	478	(1,834)
Bureau of Budget and Planning	-	-	3,300	-
Special Presidential Envoy for Hostage Affairs	-	-	3,065	-
CBSP Salaries	**720,508**	**872,483**	**930,188**	**57,705**
Consular and Border Security Programs	**4,390,789**	**4,809,780**	**5,068,799**	**259,019**

[1] *The Consular Management and Support (CMS) line consolidates CBSP funding for OBO, domestic facilities, ICASS, and IRM support into a single line item for the FY 2024 Estimate and FY 2025 Request.*
[2] *In consultation with Diplomatic Security (DS), CA is eliminating the Criminal Investigations (CI) budget line allocation and CI funding would be realigned within the DS CBSP line.*

WORKING CAPITAL FUND

Resource Summary

($ in thousands)

Working Capital Fund (WCF) Service Centers	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate*
Working Capital Fund	1,731,517	1,886,275	1,949,343	63,068
Positions	712	712	806	94

**Unlike CBJ entries for other accounts, this chapter compares the FY 2025 Request to the FY 2024 Estimate because WCF revenue is derived from internal collections and not from an appropriation.*

WHO WE ARE & WHY IT MATTERS

The Working Capital Fund (WCF) operates under the legal authority of section 13 of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2684) and does not receive direct appropriations. The WCF is a collection of 14 service centers in the areas of: administrative services; freight forwarding; global publishing solutions; library; operations; information technology services and desktop support; procurement; post-assignment travel; medical services; aviation; special issuance passports services; services to the office of foreign missions; and real property management. Funding is generated in the WCF from the provision of goods and services to the Department, as well as to other Federal agencies, and non-Federal sources authorized by law. The fees collected from customers are used to pay for the acquisition of services needed to ensure the continuous operation of the various WCF activities.

The Bureau of Administration (A Bureau) manages 10 of these service centers, working in conjunction with: the Bureau of Information Resource Management (IRM) on two; the Bureau of International Narcotics and Law Enforcement Affairs (INL) on one; and the Bureau of Comptroller and Global Financial Services (CGFS) on two. The Bureau of Global Talent Management (GTM) manages the Post Assignment Travel (PAT) service center, the Bureau of Consular Affairs (CA) manages the Special Issuance Passports (SIP) service center, and the Office of Foreign Missions (OFM) and the Bureau of Medical Services (MED) manage their respective service centers within the WCF.

The WCF encourages economies-of-scale, more consistent business practices, and dynamic customer service, all of which help control costs and avoid duplication of efforts. Like any other business, cash flow and carryover from year-to-year depend on when services were provided and when payments were received. Carryover allows the critical functions of the WCF to continue to operate smoothly at the beginning of each fiscal year, as well as during periods in which the level of revenue may be adversely impacted. Available funds also enable capital improvements for WCF activities, as necessary, without the need for direct appropriations.

Except where noted differently below, all WCF service center resources support Joint Strategic Plan (JSP) Objective 4.1: "*Build and equip a diverse, inclusive, resilient, and dynamic workforce.*"

JUSTIFICATION OF REQUEST

The FY 2025 Request is $1.95 billion, an increase of $63.1 million (3.3 percent) above the FY 2024 Estimate. This increase reflects the growth in personnel required to support Procurement Shared Services, as well as the Aviation Service Center's need to undertake the renovation of Department aviation facilities. The FY 2025 Request also reflects increasing obligations for the Information Technology Desktop Service Center, given the unit's scope expansion implemented in FY 2024. This expansion includes the: purchase and deployment of laptops; acquisition of software licenses; and, implementation of a hardware refresh cycle every three to four years for laptop and desktop devices.

Total estimated obligations for the 14 service centers are summarized in the table below.

Working Capital Fund (WCF) Service Centers ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Administrative Services	4,320	3,183	4,153	970
Freight Forwarding	447,919	474,384	474,384	-
Global Publishing Solutions	17,197	18,400	19,500	1,100
Library	10,176	5,478	5,478	-
Operations	14,856	16,848	17,868	1,020
Procurement Shared Services	197,120	192,994	214,600	21,606
Real Property Management	142,981	163,200	167,688	4,488
Post Assignment Travel	361,824	397,000	399,000	2,000
Bureau of Medical Services	44,078	61,200	60,000	(1,200)
Information Technology Services	167,907	181,003	181,003	-
Information Technology Desktop	83,539	100,076	116,569	16,493
Aviation	182,764	198,058	215,033	16,975
Office of Foreign Missions	21,343	35,568	34,871	(697)
Special Issuance Passports	35,492	38,883	39,196	313
Totals:	**1,731,517**	**1,886,275**	**1,949,343**	**63,068**

In support of the FY 2025 Request, explanations laying out the specific details of the needs, challenges, and requirements being addressed by the individual service centers are as follow.

WORKING CAPITAL FUND

Administrative Service Center: $4.2 million

Administrative Service Center ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Administrative	4,320	3,183	4,153	970

The Administrative Service Center receives contributions from the other WCF service centers to support the accounting and budget services required for the administration of the fund. This service center is managed by the Bureau of Administration (A) and includes employees within CGFS providing accounting support. Reflective of the fact that most of the service center's costs are for personnel, anticipated increases in annual salaries will result in a budget increase of $970,000 above the FY 2024 Estimate.

Freight Forwarding: $474.4 million

Freight Forwarding Service Center ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Baltimore Despatch	27,166	22,478	22,478	-
Brownsville, TX - Logistic Center	30,448	29,680	29,680	-
European Logistical Support Office	108,688	137,675	137,675	-
Hagerstown Warehouse	7,346	11,622	11,622	-
Miami Despatch	30,897	27,522	27,522	-
N.Y. Despatch	25,879	28,157	28,157	-
Seattle Despatch	31,551	25,783	25,783	-
Secure Logistics	14,729	38,243	38,243	-
Warehouse - Frankfurt	986	1,060	1,060	-
Washington, D.C Despatch	170,230	152,164	152,164	-
Total	**447,919**	**474,384**	**474,384**	**-**

The Freight Forwarding Service Center: prepares inventory and tracking paperwork, including for receiving and clearance through Customs; consolidates cargo; and arranges bookings for the ocean and airfreight shipments of official supplies and personal property of Department personnel to and from posts overseas.

The service center's Hagerstown Warehouse is responsible for the long-term storage of household effects for Department of State and other agency employees. The European Logistical Support Office (ELSO) in Antwerp is a through-point for directing, handling, and distributing shipments of household effects, personal effects, official supplies, and equipment to and from selected posts throughout the world.

The Freight Forwarding Service Center forecasts continued impacts from Russia's war in Ukraine and the Department's expansion in the Indo-Pacific region. The FY 2025 Request of $474.4 million will maintain the same level as the FY 2024 Estimate.

Global Publishing Solutions: $19.5 million

Global Publishing Solutions (GPS) ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Global Publishing Solutions Washington	13,907	15,861	16,632	771
Regional Printing Centers	3,290	2,539	2,868	329
Total	**17,197**	**18,400**	**19,500**	**1,100**

Offering services both domestically and overseas, Global Publishing Solutions (GPS) is the Department's central printing and publications management organization. GPS provides State with print, graphics, and other digital media, consistent with applicable statutes and regulations. GPS's Washington office manages: the leasing, supplying, and servicing of copiers; professional printing and design services; and liaison activities with the U.S. Government Publishing Office (GPO).

The increase in the FY 2025 Request over the FY 2024 Estimate is the result of higher costs for copier rentals under the associated contract awarded in FY 2023, as well as the resumption of GPO Liaison activities at historical levels.

Library Service Center: $5.5 million

Library Service Center ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Library Service Center	10,176	5,478	5,478	-

The Library procures periodicals, books, newspapers, and databases for offices within the State Department, with both domestic and overseas offices taking advantage of the economies of scale resulting from group purchasing.

The FY 2025 Request maintains the FY 2024 Estimate level.

Operations: $17.9 million

Operations Service Centers ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Building Support	6,336	5,401	5,316	(85)
Commissary and Recreation Affairs	523	556	580	24
Fleet Management	7,997	10,000	11,087	1,087

Operations Service Centers ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Parking and Electric Vehicle (EV) Charging	-	891	885	(6)
Total	**14,856**	**16,848**	**17,868**	**1,020**

Although the FY 2025 Request contains an overall increase based on the Operations Service Center's planned obligations, it also reflects reductions for the Building Support and Parking and EV Charging cost centers.

The Building Support (Labor, Lock, and Cable Services) Cost Center addresses the:

- delivery of shipments received at the loading dock of the Harry S. Truman (HST) Building in Washington, D.C.;
- labor involved in office furniture and equipment moves;
- installation and repair safes, locking cabinets, keys, and other security devices; and
- installation and maintenance of cable television services.

Commissary and Recreation Affairs Cost Center staff are funded through the WCF. However, employee associations at posts (commissaries, recreation facilities, etc.) operate as independent entities and are not part of the WCF.

The Fleet Management Cost Center provides motor vehicle services to Department offices in the continental United States. The FY 2025 Request contains an increase of $1.1 million for the cost center to maintain the expanded electric vehicles (EV) charging infrastructure.

The Building Support Cost Center projects a reduction in obligations by $85,000 due to lower forecasted demand for labor and lock contract services.

The Parking and EV charging center projects $870,000 in parking fee collections and $15,000 for EV charging fees to recoup electricity costs.

Procurement Shared Services: $214.6 million

Procurement Shared Services Service Centers ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Acquisitions Management	154,350	162,316	178,682	16,366
Federal Assistance Administrative Support	10,821	6,424	6,962	538
Overseas Procurement	23,400	17,000	23,000	6,000
Partner Vetting	4,045	2,600	2,616	16
Regional Procurement Support Office Frankfurt	4,503	4,654	3,340	(1,314)
Total	**197,120**	**192,994**	**214,600**	**21,606**

WORKING CAPITAL FUND

The Office of Procurement Executive (A/OPE) manages, plans, and directs the Department's acquisition programs. The Office conducts contract operations in support of activities worldwide, with A/OPE being involved in, or carrying out, almost all procurements for the Department. In the most recent reporting year, FY 2023, the Office processed 26,788 procurement actions.

This service center is managed by the A Bureau, with the Overseas Procurement Cost Center administered by CGFS. OPE services include: the E-filing initiative; worldwide Federal Procurement Data System-Next Generation (FPDS-NG) reporting; purchase card implementation; and grants support.

The Regional Procurement Support Office (RPSO) in Frankfurt facilitates post procurements for the Department, as well as for other federal agencies.

The Vetting Cost Center implements partner vetting to mitigate the risk that foreign assistance might benefit entities or individuals who present a national security risk. In executing this function, the cost center utilizes a "per-vet" fee to recoup costs.

Labor-driven activities continue to be the primary expense within the service center. In FY 2023, a total of 37 Full-time Employees (FTE) were added to support the Procurement Shared Services Center. With budget requirements running commensurate with labor needs, the FY 2025 Request contains an increase of $21.6 million above FY 2024 Estimate, predominantly in the Acquisition Management and Overseas Procurement cost centers.

Real Property Management: $167.7 million

Real Property Management Service Centers ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Construction and Renovation	19,054	51,000	51,000	-
Facility Maintenance	123,926	112,200	116,688	4,488
Total	**142,981**	**163,200**	**167,688**	**4,488**

The Real Property Management (RPM) Service Center consists of two cost centers: (1) Construction and Renovation; and (2) Facility Maintenance. In FY 2024, the funding source for a total of 93 Full-time Employees (FTE) was realigned from the Diplomatic Programs (DP) and Consular Border Security Programs (CBSP) accounts to the WCF to better reflect their dedicated support to the WCF-funded RPM program and the Office of Facilities Management Services (FMS).

The Construction and Renovation Cost Center consolidates funds from all Department sources for construction and renovation projects through the General Services Administration (GSA), as well as through construction contracts held by the Department for all domestic construction projects. The funds drawn from construction projects include those designated for project execution, construction management and other project-related costs.

The Construction and Renovation Cost Center consolidates funds that are provided to RPM and/or FMS for domestic construction projects that are directly managed by those offices. Project funds are available through the full life cycle of the project.

The Facility Maintenance Cost Center encompasses costs for the operation, maintenance, and repairs of the domestic spaces occupied by bureaus and offices, as well as charges to customers for costs that are incurred

because of atypical use of domestic building spaces. In addition, the cost center supports lifecycle maintenance and repairs of buildings and mechanical systems, such as roof repairs, HVAC replacements, and major plumbing and electrical upgrades.

The FY 2025 Request's increase of $4.5 million (2.8 percent) above the FY 2024 Estimate is the result of anticipated rising wage costs.

Post Assignment Travel: $399 million

Post Assignment Travel ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Post Assignment Travel	361,824	397,000	399,000	2,000

Post Assignment Travel (PAT) encompasses all flights, shipping and storage costs, temporary housing, applicable allowances, and per diem travel expenses associated with moving Foreign and Civil Service personnel and their families to and from a post (Permanent Change of Station, or PCS). GTM manages these expenses centrally to coordinate post-to-post and bureau-to-bureau transactions.

The FY 2025 Request projects $399 million in obligations for Post Assignment Travel activities, an increase of $2 million above FY 2024 Estimate. This increase reflects updated costs for transportation, shipping, and Foreign Service transfer allowances, as well as an increased number of personnel moves stemming from Foreign Service hiring.

Medical Services: $6 million

Medical Services ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Medical	32,359	30,600	30,000	(600)
Operational Medicine	11,719	30,600	30,000	(600)
Total	**44,078**	**61,200**	**60,000**	**(1,200)**

The Bureau of Medical Services (MED) provides continuity of medical support for Department employees and their eligible family members while serving overseas. The Medical Service Center ensures the provision of medical evacuations, hospitalizations, and clearance examinations, as well as other health-related reimbursable services and materials that MED provides to employees of partner bureaus and agencies.

MED collects and deposits insurance recoveries in the year insurance is collected, as well as reimbursements for medical services and supplies provided to customers from other bureaus, federal agencies, governments, and organizations.

Reimbursable services and supplies are provided as part of the Department's Operational Medicine Program under the Multi-Mission Aviation Support Services (MMASS) contract. Utilizing the MMASS contract, the

Department provides aeromedical biological containment evacuation, medical and occupational health transport, and other crisis-response aviation services. Operating on a reimbursable basis, these services are provided to eligible persons, federal agencies, and other sources authorized by law. The FY 2024 Estimate and FY 2025 Request anticipates increased use of MMASS through WCF Cost Center relative to FY 2023.

Information Technology Services: $181.0 million

Information Technology Services ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Mobile and Remote Access	69,267	72,223	72,223	-
Telephone, Wireless and Data Service	98,639	103,780	103,780	-
Diplomatic Technology Modernization Fund	-	5,000	5,000	-
Total	**167,907**	**181,003**	**181,003**	**-**

The Mobile and Remote Access (MRA) Service Center provides remote access capabilities to the Department. This work encompasses administering and maintaining Android and iPhone mobile devices, Tablets, Global Open-Net (GO) connectivity, laptop services, and endpoint security tools to monitor and manage endpoint government-furnished devices.

The Telephone, Wireless, and Data Services (TWD) Division provides centralized management of the Department's unclassified voice and data communication networks. TWD serves the Department's domestic locations, including the following locations:

- HST Building and Department annexes in the Washington, D.C. metropolitan area;
- Warrenton Training Center;
- Florida Regional Center;
- Charleston Financial Center; Regional Passport Offices;
- Diplomatic Security Field Offices; and,
- United States Mission to the United Nations (USUN) in New York.

The FY 2025 Request supports the Department's digital modernization and workforce agility implementation efforts and better reflects the cost of providing these services. The Request incorporates the costs of refreshing and supporting mobile technologies, particularly laptops capable of securely accessing Department information; it also supports the associated licensing, configuration, and related expenses.

Consistent with the Modernizing Government Technology (MGT) Act of 2017, the Diplomatic Technology Modernization Fund (DTMF) Cost Center will be available to provide reimbursable IT modernization services to Department bureaus. These services will include:

- upgrading legacy applications;
- developing and/or deploying new or modernized hardware, software, and communications solutions;
- transitioning these solutions to operations and maintenance (O&M); and,
- providing technical support.

Resources applied to information technology services will support Strategic Objective 4.2: "*Modernize IT and leverage data to inform decision-making and support mission delivery.*"

Information Technology (IT) Desktop Services: $116.6 million

Information Technology (IT) Desktop Services ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Desktop Services	83,539	100,076	116,569	16,493

The IT Desktop Services Service Center provides centralized endpoint support services for more than 40 domestic bureaus and offices. The Service Center provides:

- Endpoint devices;
- Peripherals;
- Productivity and security software;
- Help desk services;
- Standard desktop and laptop services;
- File and email storage; and,
- Shared and backend IT infrastructure.

Collectively, these resources enable core agency missions in a manner that ensures the Department's information resources and Personally Identifiable Information (PII) are secure, stable, and well protected. The Request supports the Department's flexible workforce and digital modernization initiatives for the: provision of shared services; equipment required for endpoint device refresh; and, support the supply of mobile technologies, particularly laptops including procurement, configuration and installation.

The FY 2025 Request includes an increase of $16.5 million above FY 2024 Estimate for the increased cost of services, including:

- Purchase and deployment of laptops as the primary end point device;
- Cost for licenses for productivity software; and,
- Refresh of endpoint devices every three to four years, based on the useful life of the device.

Resources applied to information technology desktop services will support Strategic Objective 4.2: "*Modernize IT and leverage data to inform decision-making and support mission delivery.*"

WORKING CAPITAL FUND

Aviation: $215 million

Aviation Service Centers ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Aviation Afghanistan	5,138	-	-	-
Aviation Contingency	18,313	3,865	20,000	16,135
Aviation Iraq	159,314	194,193	195,033	840
Total	**182,764**	**198,058**	**215,033**	**16,975**

The Aviation Service Center provides secure air transportation for authorized users in Iraq and includes a Contingency cost center. The Bureau of International Narcotics and Law Enforcement Affairs' (INL) Office of Aviation continues to provide support services to Embassy Baghdad, as funded through the Aviation Iraq Cost Center. These services include fixed-wing flights to and from Amman, Jordan, as well as helicopter support within Iraq due to the continuing security situation. The aviation assets deploy under Chief of Mission authority for regional and local air missions on a cost-recovery basis.

The FY 2025 Request for Iraq aviation services incorporates elevated fuel costs; renovation of supporting aviation facilities, including an aircraft hangar at Patrick Space Force Base in Florida; and increased operational expenses for in-country operations.

The FY 2025 Request also includes planned obligations in the Aviation Contingency cost center of $20 million to fund the Global Peace Operations Initiative (GPOI), supporting the repair and provision of aircraft to partner countries.

Office of Foreign Missions: $34.9 million

Office of Foreign Missions ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Office of Foreign Missions (OFM)	21,343	35,568	34,871	(697)

The Office of Foreign Missions (OFM) was created by the Foreign Missions Act (FMA) of 1982 and is managed as its own office under the Under Secretary for Management. Being the primary liaison to the foreign diplomatic community in the United States, OFM is responsible for protecting national security interests and carrying out one of the Department's mission essential functions.

OFM is responsible for implementing the Secretary's mandate under the FMA to facilitate secure and efficient operations of U.S. missions abroad and foreign missions and international organizations in the United States. OFM is responsible for four missions. OFM employs reciprocity to ensure equitable treatment for U.S. diplomatic and consular missions abroad and their personnel, including with respect to: taxes; motor vehicle compliance; importation; banking; accreditation of foreign mission members and their families; and, emergency management planning and response.

OFM is also responsible for the regulation of the activities of foreign missions in the U.S. in a manner that will: protect the foreign policy and national security interests of the U.S.; protect the U.S. public from abuses of privileges and immunities by members of the foreign missions; and, provide service and assistance to the foreign mission community in the U.S. to assure appropriate privileges, benefits, and services in accordance with relevant legal obligations and principles of reciprocity.

In FY 2016 the Department obtained approximately 32 acres of the former Walter Reed Army Medical Center site from the U.S. Army in order to support the development of the Department's concept for a Foreign Missions Center (FMC). Pursuant to the FMA, OFM is overseeing the development and management of the FMC and the assignment of Walter Reed property lots to the foreign diplomatic community.

In FY 2025, OFM will continue to advance the FMC's development, as undertaken with the U.S. Army Corps of Engineers (USACE). The Request will support:

- Staffing;
- Contractual requirements for The Office of Foreign Missions Information System (TOMIS);
- Relocation of OFM Houston regional office to another Federal building; and,
- Custodial responsibilities to preserve and maintain properties owned by the Russian Federation, the People's Republic of China, and Venezuela.

Resources applied through the OFM service center will support both Strategic Objective 4.1, "Build and equip a diverse, inclusive, resilient, and dynamic workforce" and 4.3, "Protect our personnel, information, and physical infrastructure from 21st century threats."

Special Issuance Passports: $39.2 million

Special Issuance Passports ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2024 Estimate
Special Issuance Passports (CA)	35,492	38,883	39,196	313

The Special Issuance Passport Service Center (Special Issuance Agency) is managed by the Bureau of Consular Affairs for the benefit of the Department and other federal agencies. The Special Issuance Agency charges federal customers the costs associated with processing diplomatic, official, and no-fee regular passports.

In FY 2025, this Service Center plans to obligate $39.2 million, an increase of $313,000 above the FY 2024 Estimate. This funding will support costs related to agency operations, Next Generation Passport (NGP) printer supplies and support, contract labor and training, and inflation.

DIPLOMATIC PROGRAMS: HUMAN RESOURCES

Foreign Service Institute
Global Talent Management
Human Resources Special Complement
Human Resources Initiative

FOREIGN SERVICE INSTITUTE

Resource Summary

($ in thousands)

Foreign Service Institute (FSI)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Foreign Service Institute	310,703	310,703	342,536	31,833
Positions	1,513	1,513	1,513	-

WHO WE ARE & WHY IT MATTERS

The Foreign Service Institute's (FSI's) mission is to promote excellence across the Department, both in the United States and at missions around the world. To achieve this, the Institute provides world-class training and education while promoting transparency regarding the history of U.S. foreign policy. FSI trains all cadres of the State Department, including: Foreign Service (FS) generalists and specialists; Civil Service (CS) employees; eligible family members; and Locally Employed (LE) Staff. The Institute also works with personnel from about 50 other U.S. federal agencies.

In addition, FSI's Office of the Historian (OH) publishes the documentary history of U.S. foreign policy in the "Foreign Relations of the United States" series and provides historical context as policy support to Department principals and other personnel.

Modern realities demand an agile, more diverse workforce that is: constantly developing; drawing on its experiences and history; acquiring new skills; educating itself on emerging issues and technology; and preparing for new missions. Given this, strengthening the knowledge and skills of State's staff is essential to the Department's success in promoting the safety, security, and prosperity of the United States. In order to accomplish this aim and advance the Secretary of State's Modernization Agenda, FSI works to enhance the training and professional development of Department employees, ensuring they are well positioned for the future. In doing so, the Department must continue to foster a culture of career-long learning, ensuring that employees are encouraged, and expected, to engage in a broad range of training and development opportunities.

To support FSI in the execution of its mission, the FY 2025 Request is aligned to program changes to the Functional Bureau Strategy and addresses emerging critical issues identified in the enhanced Modernization Agenda. The FY 2025 Request focuses on four overarching priorities:

- Elevate the importance of adult learning expertise and external perspective into FSI's training and professional development offerings;
- Prioritize learning as part of the Department's culture;
- Invest in infrastructure and technology that allows FSI to successfully fulfill its mission; and,
- Instill a culture of inclusive leadership throughout FSI and the Department.

BUREAU STRATEGIC GOALS

1. Strengthen the Department's culture of career-long learning and workforce support.
2. Build the capacity of the Department's workforce to better address rapidly evolving global challenges and issues central to U.S. national security.

3. Leverage new technology, workforce systems, and practices to strengthen learning opportunities, historical transparency, and FSI's effectiveness.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $342.5 million, composed of $235.7 million for salary expenses and $106.8 million in bureau-managed funds. The Request is $31.8 million higher than the FY 2023 Actual level, including a net $27.3 million for current services and $4.5 million in program changes.

Current services adjustments include a combined $11.5 million for American pay raises over 2023-2025; $0.25 million for cumulative LE Staff wage increases; $15.1 million for Real Property Management Working Capital Fund (WCF) charges; $0.4 million for the IT WCF, and absorption of overseas price inflation.

This $4.5 million in FY 2025 program changes includes $3.2 million for IT operations and maintenance (O&M) costs; $0.5 million for Modernization Agenda initiatives; $0.4 million for equipment; and $0.4 million to enhance the Office of the Historian.

In order to maintain a training environment which is competitive with the Department's international and private sector counterparts, the Institute must continue to refresh and maintain the tools used in the execution of its training mission. In FY 2025, $3.2 million will transition the Student Information System (SIS) from the development stage to full operations and maintenance. This sustained investment will allow FSI to offer a comprehensive learning management and enrollment system to the entire Department, thereby enabling a consistent learning experience.

FSI is fully committed to achieving the Secretary's Modernization Agenda goals of advancing career-long learning and promoting a positive culture of innovation and calculated risk taking. FY 2025 funding will be dedicated to supporting a leadership course for employees below the General Schedule (GS)-13/FS-03 grade level; these grades had previously been excluded from the rank-based mandatory leadership curriculum.

This $527,000 request will enable FSI to provide 40 sessions of the entry-level leadership course per year, enrolling 1,200 employees annually. In addition, FSI will offer three sessions of a new advanced executive-level leadership course per year, allowing 100 Department leaders to refresh the knowledge, skills, self-awareness, and networks necessary to: empower their teams in an agile work environment; manage risk, crises, and organizational culture; refine their communication skills; and strategically lead and best align interagency foreign policy formation with domestic policy priorities.

The FY 2025 Request includes an increase of $406,000 to refresh FSI's audio visual, conferencing tools, including technology in the National Foreign Affairs Training Center ("Building B") that will no longer be under warranty. Over $9 million in audio-visual equipment was installed in Building B's 58 classrooms, meeting rooms, and event spaces. Audio visual equipment has a useful life of approximately five to seven years, and the FSI anticipates needing to replace or repair components beginning in 2025.

The Request also contains $388,000 for continuous support of the oral history program for the Office of the Historian, as well as the maintenance, operation, and enhancement of the Office's declassification system.

FOREIGN SERVICE INSTITUTE

Detailed Resource Summary

Foreign Service Institute (FSI)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	673	833	7	5	1,518	86,426	224,277	310,703
FY 2024 Estimate	673	833	7	5	1,518	86,426	224,277	310,703
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	35	4,485	4,520
2024 LE Staff Wage Increase	-	-	-	-	-	243	-	243
2024 Overseas Price Inflation	-	-	-	-	-	100	-	100
2025 American Pay Raise	-	-	-	-	-	75	3,465	3,540
2025 Overseas Price Inflation	-	-	-	-	-	93	-	93
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(193)	-	(193)
Annualization of 2023 Pay Raise	-	-	-	-	-	-	1,979	1,979
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1,495	1,495
IT WCF (FY24)	-	-	-	-	-	406	-	406
LE Staff Wage Increase	-	-	-	-	-	7	-	7
Real Property Management (RPM) WCF charges	-	-	-	-	-	15,122	-	15,122
Total Built-in Changes	-	-	-	-	-	15,888	11,424	27,312
FY 2025 Current Services	673	833	7	5	1,518	102,314	235,701	338,015
FY 2025 Program Changes								
Office of the Historian	-	-	-	-	-	388	-	388
Integrated training system O&M	-	-	-	-	-	3,200	-	3,200
Modernization Agenda Training	-	-	-	-	-	527	-	527
Building B Technology Refresh	-	-	-	-	-	406	-	406
Total Program Changes	-	-	-	-	-	4,521	-	4,521
FY 2025 Request	673	833	7	5	1,518	106,835	235,701	342,536

FOREIGN SERVICE INSTITUTE

Staff and Funds by Domestic Organization Units

($ in thousands)

Foreign Service Institute (FSI)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of the Director	17	-	6,477	17	-	6,477	17	-	6,846	-	-	369
Office of the Executive Director	134	-	52,123	134	-	52,123	134	-	49,356	-	-	(2,767)
Office of the Historian	55	-	8,298	55	-	8,298	56	-	8,883	1	-	585
School of Applied Information and Technology (SAIT)	58	-	14,301	58	-	14,301	58	-	14,993	-	-	692
School of Language Studies	1,011	-	181,702	1,011	-	181,702	1,009	-	207,785	(2)	-	26,083
School of Leadership and	58	-	9,853	58	-	9,853	58	-	13,168	-	-	3,315
School of Professional and Area	151	-	27,320	151	-	27,320	152	-	29,815	1	-	2,495
The Transition Center	22	-	4,363	22	-	4,363	22	-	4,336	-	-	(27)
Total	**1,506**	**-**	**304,437**	**1,506**	**-**	**304,437**	**1,506**	**-**	**335,182**	**-**	**-**	**30,745**

Staff and Funds by Post

($ in thousands)

Foreign Service Institute (FSI)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FS	Funds	Am	FS	Funds	Am	FS	Funds
Egypt, Cairo	1	-	-	1	-	-	1	-	-	-	-	-
Seoul Regional Language School,	1	-	479	1	-	479	1	-	497	-	-	18
Taipei American Institute In Taiwan	4	5	3,378	4	5	3,378	4	5	4,389	-	-	1,011
Yokohama Regional Language	1	-	2,409	1	-	2,409	1	-	2,468	-	-	59
Total	**7**	**5**	**6,266**	**7**	**5**	**6,266**	**7**	**5**	**7,354**	**-**	**-**	**1,088**

Funds by Object Class

($ in thousands)

Foreign Service Institute (FSI)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	162,657	162,657	170,926	8,269
1200 Personnel Benefits	66,580	66,580	69,964	3,384
2100 Travel & Trans of Persons	5,220	5,220	5,461	241
2200 Transportation of Things	20	20	21	1
2300 Rents, Comm & Utilities	829	829	867	38
2400 Printing & Reproduction	968	968	1,013	45

FOREIGN SERVICE INSTITUTE

Foreign Service Institute (FSI)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2500 Other Services	69,880	69,880	89,525	19,645
2600 Supplies and Materials	3,532	3,532	3,695	163
3100 Personal Property	1,017	1,017	1,064	47
Total	**310,703**	**310,703**	**342,536**	**31,833**

GLOBAL TALENT MANAGEMENT

Resource Summary

($ in thousands)

Global Talent Management (GTM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Global Talent Management	300,352	300,352	327,567	27,215
Positions	701	701	701	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Global Talent Management's (GTM) mission is to recruit, develop, and empower the world's premier diplomatic team in order to best advance U.S. foreign policy goals. GTM manages three distinct, mutually supportive personnel systems: Foreign Service (FS); Civil Service (CS); and, Locally Employed (LE) Staff. The Bureau works with these employees through the full life cycle of their service with the Department, starting before they are hired and continuing after they retire. Led by the Director General (DG) of the Foreign Service and Director of Global Talent, GTM's vision is to service the needs of the Department of State's diverse domestic and overseas workforces while continually endeavoring to deliver dynamic 21st century talent management.

GTM is committed to revitalizing the diplomatic and development workforce, as well as the institutions which support Goal Four of the FY 2022-2026 State-USAID Joint Strategic Plan (JSP): Revitalize the diplomatic and development workforce and institutions.

GTM's Functional Bureau Strategy (FBS) guides this effort under the following policy pillars: Promote an Agile Workforce; Retain High-Quality Talent; Cultivate Diversity, Equity, Inclusion, and Accessibility (DEIA); and Transform the Customer Experience. Further, GTM's FBS aligns with: (1) the President's Management Agenda (PMA) Priority 1: Strengthening and Empowering the Federal Workforce; (2) the President's Memorandum on Revitalizing America's Foreign Policy and National Security Workforce, Institutions, and Partnerships (NSM-3); and, (3) the Secretary of State's Modernization Agenda.

The Bureau is heavily invested in the Department's efforts to implement Executive Order (E.O.) 14035[13] and the Department of State's DEIA Strategic Plan (SP). GTM supports 260 milestones and metrics in the DEIA SP, acting as the lead bureau on 153 of them. DEIA initiatives are incorporated throughout GTM's FBS and Human Capital Operating Plan, and the associated activities are integral to the Bureau's goal of cultivating DEIA.

GTM is making substantial efforts to hire and retain employees with critical skills and the Bureau continues its initiatives to expand workplace flexibilities and support a mobile workforce. These initiatives are executed in accordance with the Office of Personnel Management's (OPM's) and the Department's vision for the Future of Work, climate adaptation, and operational resilience.

Endeavoring to cultivate DEIA, GTM collaborates closely with the Secretary's Office of Diversity and Inclusion (S/ODI). Working together, the teams participate in DEIA barrier analyses in order to pinpoint existing obstacles

[13] E.O. 14035: Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/

to entry, development, and advancement among specific workforce segments, including those with disabilities. These actions also serve to bolster the Department's overall retention effort.

In support of the Administration's priority of attracting and hiring employees who reflect the diversity of the United States, GTM also continues its efforts to increase outreach to underrepresented groups, build talent pipelines, and increase equity in hiring. These efforts include: obtaining statutory authorities and resources to support and expand the Department's use of paid internships; expanding the Pickering, Rangel, and Foreign Affairs IT (FAIT) Fellowships; administering a Diplomatic Security (DS) Fellowship Program; launching the Colin Powell Leadership Program; and implementing the FS Lateral Entry Pilot Program.

Recent activities illustrative of GTM's efforts in developing and supporting a workforce which is capable of addressing the needs and challenges at the forefront of modern global diplomacy include:

- implementing a paid internship program, launching the Colin Powell Leadership Program, and administering the Clarke DS Fellowship, with a goal of attracting a diverse workforce and removing barriers to federal employment;
- launching the Civil Service Talent Development Network in order to foster a culture of career development and connect employees with available resources and opportunities;
- establishing the Professional Development Mobility Program, the first-ever Civil Service (CS) training and mobility float, to promote CS career growth by enabling employees to undertake long-term rotations, details, exchanges, and study. These actions also serve to create a bullpen of individuals needed to backfill employees participating in these development opportunities;
- Reforming the Foreign Service entry process to more holistically evaluate candidates' education, experience, and personal narratives, alongside their test scores;
- Revamping the Civil Service and Foreign Service performance management system, which now includes DEIA elements, a new supervisory performance goal, and refined performance ratings;
- Launching the Future of Work plan, State's path to institutionalize a mission-first, agile, hybrid work environment;
- Establishing the Veteran Support Program to provide the Department's more than 7,000 military veterans with guidance, support, and advocacy; and
- Creating a Retention Unit that developed a standardized exit interview process and conducted a "stay survey" that generated over 9,000 responses. These responses will help shape the Department's first Retention Plan.

BUREAU STRATEGIC GOALS

1. Promote an Agile Workforce.
2. Retain High Quality Talent.
3. Cultivate Diversity, Equity, Inclusion, and Accessibility (DEIA).
4. Transform Customer Experience.
5. Leverage data and technology to drive informed decision making and synchronize GTM efforts with the Department's Enterprise Data Strategy.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

GLOBAL TALENT MANAGEMENT

JUSTIFICATION OF REQUEST

The FY 2025 Request is $327.6 million, a net increase of $27.2 million above the FY 2023 Actual level. The increases include:

- $6.3 million for the 2024 and 2025 American Pay Raises;
- $1.8 million for annualization of the 2023 and 2024 American Pay Raises;
- $7.4 million in Working Capital Fund adjustments; and
- $11.7 million for GTM initiatives to implement State Modernization, the DEIA Strategic Plan, and NSM-3, as broken out in the components below.

In planning activities and generating the FY 2025 Request, GTM has considered new statutory requirements from the FY 2022 and FY 2023 National Defense Authorization Acts, as well as the Pregnant Workers Fairness Act (PWFA).

Accessibility and Accommodations: $3.8 million

The FY 2025 Request will enhance accessibility and reasonable accommodations for growing numbers of persons with disabilities, meeting increased demand for services stemming from awareness of laws and DEIA, the Department's Worldwide Availability (WWA) policy changes, and the implementation of the PWFA. These additional resources are needed to maintain the current level of services and increase the quantity of mandated activities, such as:

- sign language interpreting;
- reader and personal assistance;
- video captioning;
- Section 508 compliance;
- travel arrangements;
- facility and workplace modifications;
- assistive technology; and
- specialized software and training.

Service processing timelines will adhere to Equal Employment Opportunity Commission (EEOC) rules, ensure employees have the support they need and deserve, and protect the Department from costly "failure to accommodate" litigation.

Integrated Personnel Management System (IPMS): $4.5 million

This increase will sustain operations and maintenance of the Department's human capital management IT systems, with the aim of increasing productivity and efficiencies; improving data analytic capabilities; reducing errors; and compliance with ever-evolving cybersecurity requirements.

The FY 2025 Request will fund two major IT platforms that have been developed and will require ongoing technical application support and end-user operational support. The first platform is the Overseas Personnel System (OPS), which centralized the previous platform of 178 individual, locally run and maintained systems. The new global system imposes greater consistency of functions and now manages over 50,000 Locally

Employed Staff. To provide a sense of scale, OPS is five times the size of the Global Employee Management System (GEMS) for direct-hire Foreign and Civil Service personnel data.

The second element supported by the increase is the Employee GTM-Next Portal. This is a ServiceNow cloud platform used in the implementation of those Administration and Department initiatives centered around improving user experience and accessibility.

Service Need Differential (SND): $2 million

The FY 2025 Request includes an increase of $2 million to cover a growing number of posts/employees eligible to receive SND, a post hardship differential allowance that incentivizes extended tours of duty at difficult-to-staff posts around the world. Recognizing that SND payments are critical for attracting and retaining talent in challenging locations, GTM uses a strict statistical formula to determine which posts are designated as historically difficult to staff and are therefore eligible for SND.

Emergency Backup Care Services and Childcare Subsidy: $1.4 million

The FY 2025 Request contains an increase of $1.4 million to sustain this approximately $1.6 million program. The program delivers key benefits that diversify workforce flexibilities and serve as valuable recruitment and retention tools. Emergency Backup Care (EBUC) service is available to employees if they quickly need backup care for child or adult dependents due to illness, the weather, last-minute cancellations, or other circumstances. The Childcare Subsidy Program provides assistance to employees in obtaining affordable quality childcare.

Detailed Resource Summary

Global Talent Management (GTM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	547	154	-	-	701	157,953	142,399	300,352
FY 2024 Estimate	547	154	-	-	701	157,953	142,399	300,352
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	658	2,858	3,516
2025 American Pay Raise	-	-	-	-	-	623	2,136	2,759
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	859	859
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	953	953
IT Working Capital Fund	-	-	-	-	-	1,860	-	1,860
WCF Service Center Rate Increases (Real Property and Procurement) / Real Property WCF	-	-	-	-	-	5,564	-	5,564
Total Built-in Changes	-	-	-	-	-	8,705	6,806	15,511
FY 2025 Current Services	547	154	-	-	701	166,658	149,205	315,863

GLOBAL TALENT MANAGEMENT

Global Talent Management (GTM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2025 Program Changes								
Work-Life Wellness and Emergency Backup Care	-	-	-	-	-	1,400	-	1,400
Integrated Personnel Management System (IPMS) Operations and Maintenance (O&M)	-	-	-	-	-	4,500	-	4,500
Service Need Differential (SND)	-	-	-	-	-	2,000	-	2,000
Accessibility and Accommodations	-	-	-	-	-	3,804	-	3,804
Total Program Changes	-	-	-	-	-	11,704	-	11,704
FY 2025 Request	547	154	-	-	701	178,362	149,205	327,567

Staff and Funds by Domestic Organization Units

($ in thousands)

Global Talent Management (GTM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Accessibility and Accommodations	24	-	14,031	24	-	13,915	24	-	18,019	-	-	3,988
Career Development & Assignments	94	-	8,100	94	-	8,084	94	-	8,445	-	-	345
Civil Service Talent Management	40	-	13,016	40	-	13,123	40	-	13,621	-	-	605
Director General of the Foreign Service	34	-	6,714	34	-	6,561	34	-	6,835	-	-	121
Employee Relations	43	-	22,914	43	-	23,414	43	-	25,200	-	-	2,286
Executive Office	105	-	97,740	105	-	93,338	105	-	108,598	-	-	10,858
Global Community Liaison Office	22	-	5,774	22	-	5,770	22	-	6,044	-	-	270
Grievance Staff	13	-	3,456	13	-	3,488	13	-	3,650	-	-	194
Office of Casualty Assistance	3	-	781	3	-	781	3	-	818	-	-	37
Organization and Talent Analytics	40	-	12,134	40	-	12,074	40	-	12,572	-	-	438
Overseas Employment	44	-	11,300	44	-	11,321	44	-	11,781	-	-	481
Performance Evaluation	25	-	6,679	25	-	6,682	25	-	6,931	-	-	252
Policy Coordination	12	-	2,343	12	-	2,343	12	-	2,455	-	-	112
Presidential Appointments	3	-	1,132	3	-	1,253	3	-	1,290	-	-	158
Retirement	24	-	6,039	24	-	6,038	24	-	6,312	-	-	273
Talent Acquisition	72	-	52,628	72	-	54,378	72	-	54,901	-	-	2,273
Talent Services	103	-	27,242	103	-	29,871	103	-	31,137	-	-	3,895

GLOBAL TALENT MANAGEMENT

Global Talent Management (GTM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Workers Compensation	-	-	8,329	-	-	7,918	-	-	8,958	-	-	629
Total	**701**	**-**	**300,352**	**701**	**-**	**300,352**	**701**	**-**	**327,567**	**-**	**-**	**27,215**

Funds by Object Class

($ in thousands)

Global Talent Management (GTM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	119,131	119,479	127,524	8,393
1200 Personnel Benefits	63,288	62,878	65,962	2,674
1300 Benefits Former Personnel	316	500	500	184
2100 Travel & Trans of Persons	3,657	3,800	3,800	143
2300 Rents, Comm & Utilities	7,262	7,300	7,300	38
2400 Printing & Reproduction	221	225	225	4
2500 Other Services	87,937	87,529	103,615	15,678
2600 Supplies and Materials	1,319	1,350	1,350	31
3100 Personal Property	599	600	600	1
4100 Grants, Subsidies & Contributions	16,441	16,441	16,441	-
4200 Insurance Claims & Indemnities	181	250	250	69
Total	**300,352**	**300,352**	**327,567**	**27,215**

HUMAN RESOURCES SPECIAL COMPLEMENT

Resource Summary

($ in thousands)

Human Resources – Special Complement (HR-COMP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Human Resources Special Complement	58,792	58,792	61,648	2,856
Positions	448	448	448	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Global Talent Management (GTM) administers a special complement of positions as part of its overall management of human capital. This special complement is for the initial orientation, training of new recruits, and career developmental assignments for Civil Service and Foreign Service personnel. Employees spend a limited amount of time in these positions either before assignments or on special assignments, after which they return to their regular positions within the Department.

The special complement enables the Department to provide key training and professional development opportunities for employees. These positions are career enhancing and mutually beneficial for the Department and participating external organizations because they create opportunities for knowledge transfer, increased cross-organizational communications, and the advancement of best practices.

In addition, effective position management requires that GTM maintain a centralized complement of positions that are available for the entire Department. Utilizing this system, bureau position allocation levels are unaffected, which ensures that progress towards accomplishing Department mission goals and objectives continues uninterrupted.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $61.6 million, a net increase of $2.9 million above FY 2023 Actual for the American Pay raises.

Family member employment opportunities are critical to the recruitment and retention of the diverse, talented workforce necessary to advance U.S. foreign policy goals. Eligible family members (EFMs) have a variety of opportunities to work for the Department on Family Member Appointments (FMAs).

The Expanded Professional Associates Program (EPAP) is one type of FMA that employs spouses of Foreign Service Officers and Specialists in entry-level, Foreign Service Officer-equivalent positions. EPAP allows the Department to address gaps in Foreign Service (FS) staffing, tap into highly skilled and talented family members to perform functions essential to of overseas posts, and provide employment opportunities for EFMs. Such opportunities may include:

- political and economic affairs;
- public affairs;
- human resources;

- public diplomacy;
- information management;
- financial management;
- facilities management; and
- medical services.

Specific Centrally Managed Positions

In addition to the bureau managed EPAP resources, the HR Special Complement covers centrally-managed positions (funded from American Salaries), including, but not limited to:

- Entry-Level Officer Training: These positions are used for the intake of entry level generalists and specialists while they undergo initial domestic orientation training. Entry level officers typically spend three to four months (considered short-term) in orientation and basic training prior to being assigned to an overseas position.

- Faculty Advisors: These positions exist at various military facilities that have quotas for enrollment of Department of State personnel. These advisors typically teach courses, provide guidance and counseling for Department students, act as the Department's liaisons with the institutions, and, serve as senior advisors to the commandants/presidents of the institutions.

- Non-Governmental Organization (NGO) Assignments: These positions used to assign or detail employees to non-governmental organizations, such as the Council on Foreign Relations, the Middle East Institute, the Asia Foundation, the German Marshall Fund, and others. Assignments also include the Diplomats-in-Residence program.

- Non-Reimbursable Details: Such positions used to detail employees to other executive departments on a non-reimbursable basis.

- Other Human Resources Special Complement: These varied positions are used to provide appropriate education, training, and professional development, as well as exchanges.

- Special Domestic Assignment Program (SDAP): These positions were established to allow the assignment or detail of employees to Congress and state/local government agencies.

Detailed Resource Summary

Human Resources – Special Complement (HR-COMP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	23	404	21	-	448	26,065	32,727	58,792
FY 2024 Estimate	23	404	21	-	448	26,065	32,727	58,792
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	413	636	1,049
2025 American Pay Raise	-	-	-	-	-	425	427	852

HUMAN RESOURCES SPECIAL COMPLEMENT

Human Resources – Special Complement (HR-COMP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Annualization of 2023 Pay Raise	-	-	-	-	-	-	743	743
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	212	212
Total Built-in Changes	-	-	-	-	-	838	2,018	2,856
FY 2025 Current Services	23	404	21	-	448	26,903	34,745	61,648
FY 2025 Request	23	404	21	-	448	26,903	34,745	61,648

Staff and Funds by Domestic Organization Units

($ in thousands)

Human Resources-Special Complement (HRCOMP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Entry-Level Officer Training	311	-	22,718	311	-	22,718	311	-	24,119	-	-	1,401
Expanded Professional Associates Program (EPAP)	-	-	26,065	-	-	26,065	-	-	26,903	-	-	838
Faculty Advisors	21	-	1,535	21	-	1,535	21	-	1,630	-	-	95
Non-Governmental Organizations	18	-	1,315	18	-	1,315	18	-	1,396	-	-	81
Non-Reimbursable Details	10	-	730	10	-	730	10	-	775	-	-	45
Other Human Resources-Special Complement	71	-	5,189	71	-	5,189	71	-	5,509	-	-	320
Special Domestic Assignment Program (SDAP)	17	-	1,240	17	-	1,240	17	-	1,316	-	-	76
Total	**448**	**-**	**58,792**	**448**	**-**	**58,792**	**448**	**-**	**61,648**	**-**	**-**	**2,856**

Funds by Object Class

($ in thousands)

Human Resources – Special Complement (HRCOMP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	43,020	43,020	45,080	2,060
1200 Personnel Benefits	15,572	15,572	16,362	790
2100 Travel & Trans of Persons	200	200	206	6
Total	**58,792**	**58,792**	**61,648**	**2,856**

HUMAN RESOURCES INITIATIVE

Resource Summary

($ in thousands)

Human Resources Initiative (HRI)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Human Resources Initiative	75,394	100,448	201,957	126,563
Positions	300	300	310	10

WHO WE ARE & WHY IT MATTERS

The Human Resources Initiative (HRI) provides funding and resources to advance White House goals for revitalizing the national security workforce and the following goals laid out in National Security Memorandum 3[14] (NSM-3) as follows:

- Expand the pathways to recruit and hire new employees from all segments of our society.
- Retain and support current employees and their families.
- Improve professional development to close mission-critical gaps.
- Recruit and retain technical and other specialized talent.
- Remove barriers that inhibit Americans from serving their country.

The following accomplishments highlight the Department's implementation of NSM-3.

Workforce Composition and Culture

The Department of State made significant progress expanding pathways to recruit and hire new employees from all segments of society, retain and support current employees and their families, and remove barriers that inhibit Americans from serving their country.

- Implemented 79 milestones from the first Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Plan.
- Collected and analyzed robust data to better understand retention challenges across the workforce.
- Established a paid student internship program.
- Reorganized the Diplomat in Residence program to maximize outreach to underserved groups and communities.
- Modernized recruitment to leverage new strategic engagement capabilities.
- Consolidated support of the Foreign Service Recruitment Consortium (FSRC) and established a Civil Service Recruitment Consortium (CSRC).
- Increased training and briefings on employees with disabilities.
- Piloted five overseas TalentCare Coordinator positions.
- Expanded Domestic Employee Teleworking Overseas (DETO) eligibility.

[14] NSM-3: Memorandum on Revitalizing America's Foreign Policy and National Security Workforce, Institutions, and Partnerships. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/02/04/memorandum-revitalizing-americas-foreign-policy-and-national-security-workforce-institutions-and-partnerships/

HUMAN RESOURCES INITIATIVE

Critical Skills in the National Security Workforce

The Department improved professional development to close mission-critical gaps and worked to recruit and retain technical and other specialized talent. Recent accomplishments include:

- Used Direct Hiring Authority to bolster critical skills.
- Launched a Civil Service Talent Development Network.
- Increased eligibility criteria for the Student Loan Repayment Program (SLRP) to include Science, Technology, Engineering, and Math (STEM).
- Expanded the use of shared competitive hiring certificates.
- Increased virtual recruitment through virtual STEM career fairs.
- Launched a paid STEM and Foreign Affairs Fellowship Program for Civil Service employees.
- Expanded the Talent Sourcing Unit.
- Launched the Department's Learning Policy.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $202 million, a net increase of $126.6 million above FY 2023 Actual. The increase includes $4.0 million for the 2024 and 2025 American pay raise and annualization of these increases, as well as $122.6 million for Global Talent Management (GTM) program operations to support the State Modernization and NSM-3 initiatives. Additional details on these programmatic elements are laid out below.

Funding for Locally Employed (LE) Staff Wage Increases: $47.4 million

LE staff are the largest portion of the Department's workforce and form the backbone for continuity of overseas operations. This increase will augment bureau-specific DP requests for LE staff salary increases. The additional funding, when combined with similarly allocated funds across Department bureaus and accounts, will help the Department adapt to dynamic trends in overseas labor markets, mitigate ongoing impacts of global inflation, advance efforts to modernize LE staff pay, and implement LE staff increases of at least 2 percent annually.

Reducing Foreign Service (FS) Vacancies Overseas: $38.2 million

Increased FS hiring since FY 2020 has expanded the Department's diplomatic capacity and overseas presence. Yet too many missions continue to be challenged by chronic vacancies affecting core policy and management responsibilities. Persistent FS staffing deficits hinder our missions' effectiveness in an increasingly competitive strategic landscape. The FY 2025 Request of $38.2 million would fill 100 existing DP-funded FS positions over attrition, including their salary, training, and bureau support cost, thereby increasing the number of first year assignments to Pol, Econ, PD and Management positions. The CBSP request includes a comparable increase of +100 FS hires above attrition dedicated to consular assignments.

LE Compensation Reform: $15 million

In addition to directly increasing LE wages, the Department is pursuing a range of structural changes to LE compensation policies and practices. The requested increase of $15 million will enable GTM, CGFS, and BP to

partner focused on improving predictability, equity, and transparency. These measures will include drawing upon a wider range of wage data sources, implementing a pilot program for 20 posts to purchase wage data from alternate sources and compare results, conducting more frequent reviews of local compensation plans, and enhancing outreach on LE staff compensation modernization initiatives to State and interagency stakeholders.

State Diplomatic Reserve Corps: $20 million

The Department is requesting $20 million for the State Diplomatic Reserve Corps (SDRC), with the goal of creating a cadre of trained personnel capable of acting on surging contingency response efforts and improving Department's workforce resilience. Utilizing active and former Foreign and Civil Service and technical experts, as well as external expertise drawn from the private sector, the Department will be able to surge staffing with diplomatic capabilities that can be applied in response to crises, emergencies, or other events of global interest.

The State Diplomatic Reserve Corps concept has been proposed to enhance the Department's diplomatic capabilities. Diplomatic challenges and crises often arise unexpectedly, necessitating rapid deployment of experienced diplomats and other professionals. Building a register of trained subject matter experts will give the Department more predictability to utilize people with the desired skills where we need them, when we need them -- tailored to the specific crisis need. The requested funding would be aligned as follows:

Readiness & Deployment	**$16.5 million**
Deployment	$12.7 million
Readiness	$3.8 million
Management and Administration	**$3.5 million**
Total Request	**$20.0 million**

The requested $3.8 million for Readiness provides pre-deployment support such as recruitment, vaccinations, equipment to perform duties, and mandatory training. The $3.5 million for Management and Administration establishes headquarters staff and enables processing of security clearances, visas and passports; management of onboarding, medical clearances, personnel, and payroll actions; and internal IT support.

Professional Development and Training Float: $2.0 million including +10 Civil Service positions

The Request includes $2 million to support +10 CS Management positions to help fill vacancy gaps, as well as add greater opportunities for long-term professional development throughout the staff's career paths.

Detailed Resource Summary

Human Resources Initiative (HRI)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	140	150	10	-	300	37,763	37,631	75,394
FY 2024 Estimate	140	150	10	-	300	37,763	62,685	100,448
FY 2025 Built-in Changes								

HUMAN RESOURCES INITIATIVE

Human Resources Initiative (HRI)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
2024 American Pay Raise	-	-	-	-	-	536	501	1,037
2025 American Pay Raise	-	-	-	-	-	1,151	1,654	2,805
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	167	167
Total Built-in Changes	-	-	-	-	-	1,687	2,322	4,009
FY 2025 Current Services	140	150	10	-	300	39,450	39,953	79,403
FY 2025 Program Changes								
10 CS USDH	10	-	-	-	10	835	1,143	1,978
Reducing FS Vacancies Overseas (+100 hires > attrition)	-	-	-	-	-	38,212	-	38,212
State Diplomatic Reserve Corps (Year 1)	-	-	-	-	-	20,000	-	20,000
Funding for LE Wage Increases	-	-	-	-	-	47,364	-	47,364
LE Compensation Reform	-	-	-	-	-	15,000	-	15,000
Total Program Changes	10	-	-	-	10	121,411	1,143	122,554
FY 2025 Request	150	150	10	-	310	160,861	41,096	201,957

Funds by Object Class

($ in thousands)

Human Resources Initiative (HRI)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	52,776	70,314	141,373	88,597
1200 Personnel Benefits	22,618	30,134	60,584	37,966
Total	**75,394**	**100,448**	**201,957**	**126,563**

DIPLOMATIC PROGRAMS: OVERSEAS PROGRAMS

African Affairs
Conflict Stabilization Operations
East Asian and Pacific Affairs
European and Eurasian Affairs
Foreign Service National Separation Liability Trust Fund
Office of International Conferences
International Organization Affairs
Medical Services
Near Eastern Affairs
Post Assignment Travel
South And Central Asian Affairs
Western Hemisphere Affairs
Public Diplomacy

BUREAU OF AFRICAN AFFAIRS

Resource Summary

($ in thousands)

Bureau of African Affairs (AF)	FY 2023 Actual[1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
African Affairs	369,630	346,717	368,204	(1,426)
Positions	973	973	973	-

[1] *Due to net transfers, the FY 2023 Actual is $25.9 million higher than the FY 2023 Enacted level of $343.7 million.*

WHO WE ARE & WHY IT MATTERS

The United States is committed to strengthening its partnership with Africa, and the State Department plays a key role in achieving that goal. The Bureau of African Affairs (AF) implements the Administration's foreign policy objectives across 49 countries in Sub-Saharan Africa (SSA) through 46 U.S. missions and 5 constituent posts. AF's initiatives across the region promote inclusive, sustainable country-led development and advance the following priorities:

1. Promoting peace and security in SSA through U.S. leadership, revitalized alliances, and partnerships to address challenges in security, stability, and democracy.
2. Increasing mutually beneficial economic growth, trade, and investment.
3. Strengthening democracy, upholding universal values, and promoting human dignity in an effort to build strong, accountable, and representative institutions.
4. Building Africa's resilience to meet global health challenges and promote inclusive development.

Africans are increasingly calling for democratization and improved governance, as well as global partnerships to spur economic growth. The Department's efforts to support and influence mutually beneficial change will maintain U.S. relations on a positive trajectory throughout the region. Conversely, a failure to capitalize on these opportunities will cede influence to strategic competitors.

While AF's efforts have contributed to demonstrable advances toward U.S. policy goals in recent years, these gains can be fragile, and backsliding is a legitimate risk. In many countries, corruption is endemic and state institutions remain weak. The United States must address the democratic deficiencies that contribute to transnational threats and weaken African prospects for development and economic growth.

The Bureau will continue to promote African economic development and U.S. commercial interests through: embassy deal teams; reform efforts; advisory services for emerging or liberalizing sectors; and the new African Continental Free Trade Area. In addition, Prosper Africa, Power Africa, the new digital initiative, and programs to combat the climate crisis and advance women's economic empowerment will continue to be implemented in FY 2025. AF will deploy resources in support of the Africa People's Republic of China Strategy and advance the Department's efforts to combat malign influence in the region, including growing state-sponsored propaganda and disinformation from the People's Republic of China (PRC) and Russia.

Despite some regional advances, there continue to be security and stability challenges in SSA. However, Department actions in the region are based on the knowledge that successfully countering state fragility, conflict, transnational terrorism, and crime will contribute to increased prosperity in both the United States and in African countries. With this strategic imperative as a driver, AF will continue its work toward: promoting Somalia's

stabilization and fight against al-Shabaab; ending violence in Ethiopia, Nigeria, the Democratic Republic of Congo, Sudan, and South Sudan; and diminishing the threat posed by various terrorist groups in the Sahel, Mozambique, and the Lake Chad Region. In addition, AF will work with the interagency and participant countries in Coastal West Africa and Mozambique to implement 10-year strategies that promote resilience under the Global Fragility Act's Strategy to Prevent Conflict and Promote Stability. The Department will also further enhance United States' cooperation with African littoral states to address maritime and environmental challenges in the Atlantic Basin.

AF will coordinate and cooperate with other Department bureaus and counterparts throughout SSA to: enhance health security; respond to humanitarian crises; and curtail the drug, human, wildlife, and arms trafficking that fuels terrorist networks. The Bureau will continue to work with the parties in Sudan to achieve an end to conflict, restore civilian government, and implement economic and political reforms. In addition to aiding in bringing about a cessation of violence, the Department is committing resources to South Sudan in order to advance aspects of the peace agreement such as the pursuit of transitional justice, as well as building the capacity of independent press.

BUREAU STRATEGIC GOALS

1. Advance peace and security in Sub-Saharan Africa through U.S. leadership and new and revitalized alliances and partnerships to build resilience to address challenges in security, stability, and democracy.
2. Increase mutually beneficial economic growth, trade, and investment.
3. Strengthen democracy, uphold universal values, and promote human dignity to build strong, accountable, and democratic institutions, sustained by a deep commitment to human rights and to generate greater peace and prosperity.
4. Build Africa's resilience to meet post-pandemic challenges and promote inclusive development.
5. Revitalize the diplomatic and development workforce and infrastructure in a diverse, inclusive, equitable, and accessible manner.

To view more of the bureau strategy, please visit https://www.state.gov/joint-regional-strategies/

JUSTIFICATION OF REQUEST

The FY 2025 Request is $368.2 million, a net decrease of $1.4 million below the FY 2023 Actual level and a $24.5 million increase above the FY 2023 Adjusted Enacted level.

The Request will support Department activities aimed at addressing the emerging and pressing needs of the region, including efforts which help:

- enhance health security;
- encourage development;
- improve environmental sustainability;
- advance democratic progress;
- promote the rule of law;
- combat the growing threat posed by climate change;
- contribute to ending the continent's deadliest conflicts; and
- support economic and political independence in the face of undue foreign influence.

Accomplishing this will require strong partnerships on the continent, investment in civil society, and enhanced cooperation with our partners.

The Request includes a net $5.1 million reduction based on the following programmatic components:

- A reduction of $13.2 million to account for non-residential utilities costs at AF posts being funded from the Embassy Security, Construction, and Maintenance (ESCM) account rather than DP;
- $7 million increase to sustain and modernize technology for information technology (IT) services and products received through the Working Capital Fund (WCF); and
- $1.1 million increase to support a more permanent facility at U.S. Embassy Victoria and cover operating costs for the interim embassy facility.

The Africa Bureau continues to work with GTM to recruit and retain FSOs for hard-to-fill posts, including with the use of available incentives. The overall value of current services adjustments is a net $3.7 million increase, including:

- $29.6 million in increases, comprised of:
  - $14.7 million, including $9.9 million for the American Pay Raises and $4.8 million for annualization of the 2023 and 2024 American Pay Raises.
  - $13.8 million for Locally Employed (LE) staff wage increases; and
  - $1.1 million for the Real Property Working Capital Fund (WCF) for expenses previously covered by the Bureau of Administration (A) allocation.
- A $25.9 million decrease to account for non-recurring funding transferred in FY 2023 from the Buying Power Maintenance Account (BPMA).

Additional details on specific increases are broken out below.

<u>Locally Employed (LE) Staff Wages</u>: $13.8 million ($6.5 million for FY 2025 LE staff wage increases and $7.3 million for FY 2024 LE Staff wage increases)

A top priority for the Department is ensuring continued compensation for local staff employed by U.S. embassies. Wages are not keeping pace with the cost of living and inflation. This reality is becoming an ever-increasing concern for posts as the local workforce struggles to make ends meet financially and find themselves needing to pursue other or additional job opportunities. In addition to the Department's lost investment with the departure of trained staff with years of experience in their positions, these departures can also create security vulnerabilities.

The Department's goal is to establish local salaries at the 75th target market percentile of the local labor market. The Department's LE staff are central to overseas operations, providing the essential local knowledge, continuity of operations, and institutional memory required for long-term success. LE staff play a pivotal role in developing relationships with local contacts that assist the Department in implementing its ambitious agenda and executing U.S. foreign policy.

IT Working Capital Fund (WCF) Charges: $7 million

The Request contains $7.0 million to cover the cost of IT products and services provided by the Bureau of Information Resource Management (IRM) through the WCF. These resources serve to provide workforce agility, cybersecurity, and modern digital infrastructure for the Department.

U.S. Embassy Victoria, Seychelles: $1.1 million

The FY 2025 Request supports expenses associated with the initial phase of opening U.S. Embassy Victoria, Seychelles. Establishing a permanent embassy facility in Seychelles is essential to: advance the Indo-Pacific Strategy; reinforce the U.S. strategic relationship; promote national security interests; counter the influence of the PRC in the region; and position the Department for success in advancing the country's bilateral and regional priorities.

Detailed Resource Summary

Bureau of African Affairs (AF)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	92	79	802	366	1,339	214,941	154,689	369,630
FY 2024 Estimate	92	79	802	366	1,339	192,028	154,689	346,717
FY 2025 Adjusted Base	92	79	802	366	1,339	192,028	154,689	346,717
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	949	5,970	6,919
2024 LE Staff Wage Increases	-	-	-	-	-	7,283	-	7,283
2024 Overseas Price Inflation	-	-	-	-	-	1,464	-	1,464
2025 American Pay Raise	-	-	-	-	-	439	2,557	2,996
2025 Overseas Price Inflation	-	-	-	-	-	1,837	-	1,837
Absorption of FY 2024 & FY 2025 Overseas Price Inflation	-	-	-	-	-	(3,301)	-	(3,301)
Annualization of 2023 Pay Raise	-	-	-	-	-	-	2,802	2,802
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1,990	1,990
FY 2025 LE Staff Wage Increases	-	-	-	-	-	6,508	-	6,508
Real Property Working Capital Fund (WCF)	-	-	-	-	-	1,104	-	1,104
Total Built-in Changes	-	-	-	-	-	16,283	13,319	29,602
FY 2025 Current Services	92	79	802	366	1,339	205,311	168,008	373,319
FY 2025 Program Changes								

BUREAU OF AFRICAN AFFAIRS

Bureau of African Affairs (AF)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Information Technology (IT) WCF	-	-	-	-	-	7,000	-	7,000
Utilities Base Transfer to OBO	-	-	-	-	-	(13,215)	-	(13,215)
U.S. Embassy Victoria	-	-	-	-	-	1,100	-	1,100
Total Program Changes	-	-	-	-	-	(5,115)	-	(5,115)
FY 2025 Request	92	79	802	366	1,339	200,196	168,008	368,204

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of African Affairs (AF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Assistant Secretary for African Affairs	17	-	7,591	17	-	7,148	17	-	7,601	-	-	10
Office of Central African Affairs	16	-	2,905	16	-	2,905	16	-	3,156	-	-	251
Office of East African Affairs	17	-	2,636	17	-	2,636	17	-	2,863	-	-	227
Office of Economic and Regional Affairs	17	-	2,191	17	-	2,191	17	-	2,379	-	-	188
Office of Executive Director	42	-	7,776	42	-	7,226	42	-	7,644	-	-	(132)
Office of Regional Peace and Security	18	-	3,006	18	-	3,006	18	-	3,265	-	-	259
Office of Southern African Affairs	15	-	3,180	15	-	3,180	15	-	3,454	-	-	274
Office of Sudan and South Sudan	9	-	4,811	9	-	4,591	9	-	4,894	-	-	83
Office of West African Affairs	20	-	3,147	20	-	3,147	20	-	3,415	-	-	268
Total	**171**	**-**	**37,243**	**171**	**-**	**36,030**	**171**	**-**	**38,671**	**-**	**-**	**1,428**

Staff and Funds by Post

($ in thousands)

Bureau of African Affairs (AF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Africa Regional Services, Paris	-	-	709	-	-	709	-	-	770	-	-	61
Angola, Luanda	22	7	4,935	22	7	4,628	22	7	5,059	-	-	124
Benin, Cotonou	12	5	6,300	12	5	5,814	12	5	6,138	-	-	(162)

BUREAU OF AFRICAN AFFAIRS

Bureau of African Affairs (AF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Botswana, Gaborone	18	4	4,847	18	4	4,541	18	4	4,965	-	-	118
Burkina Faso, Ouagadougou	13	5	6,658	13	5	6,083	13	5	6,542	-	-	(116)
Burundi, Bujumbura	13	6	3,581	13	6	3,369	13	6	3,581	-	-	-
Cabo Verde, Praia	6	7	2,546	6	7	2,331	6	7	2,454	-	-	(92)
Cameroon, Yaounde	23	11	7,337	23	11	6,916	23	11	7,357	-	-	20
Central African Rep., Bangui	5	5	2,429	5	5	2,214	5	5	2,325	-	-	(104)
Chad, N'Djamena	15	4	6,920	15	4	6,446	15	4	6,829	-	-	(91)
Cote d'Ivoire, Abidjan	25	14	11,163	25	14	10,434	25	14	11,212	-	-	49
Dem. Rep of Congo, Kinshasa	31	10	11,617	31	10	11,055	31	10	11,801	-	-	184
Djibouti (Rep. Of), Djibouti	13	6	6,438	13	6	5,955	13	6	6,292	-	-	(146)
Equatorial Guinea, Malabo	7	12	3,480	7	12	3,266	7	12	3,469	-	-	(11)
Eritrea, Asmara	10	4	5,161	10	4	4,802	10	4	5,085	-	-	(76)
Eswatini, Mbabane	9	2	4,260	9	2	3,892	9	2	4,237	-	-	(23)
Ethiopia, Addis Ababa	35	13	7,063	35	13	6,802	35	13	7,292	-	-	229
Gabon, Libreville	14	4	8,961	14	4	8,319	14	4	8,801	-	-	(160)
Gambia, Banjul	6	2	3,177	6	2	2,964	6	2	3,141	-	-	(36)
Ghana, Accra	21	13	7,086	21	13	6,603	21	13	6,995	-	-	(91)
Guinea, Conakry	16	7	3,682	16	7	3,470	16	7	3,691	-	-	9
Kenya, Nairobi	43	22	9,988	43	22	9,351	43	22	9,924	-	-	(64)
Lesotho, Maseru	7	5	3,409	7	5	3,195	7	5	3,392	-	-	(17)
Liberia, Monrovia	10	7	7,515	10	7	6,867	10	7	7,222	-	-	(293)
Madagascar, Antananarivo	14	6	7,120	14	6	6,699	14	6	7,122	-	-	2
Malawi, Lilongwe	11	5	3,850	11	5	3,640	11	5	3,876	-	-	26
Mali, Bamako	13	9	4,221	13	9	4,014	13	9	4,284	-	-	63
Mauritania, Nouakchott	13	6	4,507	13	6	4,246	13	6	4,518	-	-	11
Mauritius, Port Louis	7	5	4,133	7	5	3,864	7	5	4,099	-	-	(34)
Mozambique, Maputo	18	5	5,579	18	5	5,318	18	5	5,681	-	-	102
Namibia, Windhoek	16	28	4,957	16	28	4,750	16	28	5,084	-	-	127
Niger, Niamey	14	7	8,783	14	7	8,141	14	7	8,608	-	-	(175)
Nigeria, Abuja	24	12	11,793	24	12	10,867	24	12	11,465	-	-	(328)
Nigeria, Lagos	21	5	6,184	21	5	5,760	21	5	6,101	-	-	(83)
Rep. Of the Congo, Brazzaville	9	2	6,219	9	2	5,684	9	2	5,978	-	-	(241)
Rwanda, Kigali	14	6	4,714	14	6	4,349	14	6	4,738	-	-	24

BUREAU OF AFRICAN AFFAIRS

Bureau of African Affairs (AF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Senegal, Dakar	23	7	9,290	23	7	8,665	23	7	9,328	-	-	38
Seychelles, Victoria	-	-	2,646	-	-	2,435	-	-	2,568	-	-	(78)
Sierra Leone, Freetown	15	7	4,686	15	7	4,423	15	7	4,708	-	-	22
Somalia, Mogadishu	7	-	17,187	7	-	15,355	7	-	16,008	-	-	(1,179)
South Africa, Cape town	8	4	3,628	8	4	3,315	8	4	3,631	-	-	3
South Africa, Durban	6	2	6,119	6	2	5,693	6	2	6,028	-	-	(91)
South Africa, Johannesburg	8	9	5,332	8	9	4,906	8	9	5,172	-	-	(160)
South Africa, Pretoria	75	12	24,375	75	12	23,090	75	12	24,764	-	-	389
Southern Sudan, Juba	8	-	2,032	8	-	1,815	8	-	1,893	-	-	(139)
Sudan, Khartoum	21	6	14,076	21	6	14,006	21	6	13,737	-	-	(339)
Tanzania, Dar-es-Salaam	22	7	4,825	22	7	4,559	22	7	4,855	-	-	30
Togo, Lome	12	7	4,172	12	7	3,963	12	7	4,228	-	-	56
Uganda, Kampala	15	18	6,398	15	18	5,913	15	18	6,245	-	-	(153)
Zambia, Lusaka	17	7	8,411	17	7	7,786	17	7	8,372	-	-	(39)
Zimbabwe, Harare	17	9	7,888	17	9	7,405	17	9	7,868	-	-	(20)
Total	**802**	**366**	**332,387**	**802**	**366**	**310,687**	**802**	**366**	**329,533**	**-**	**-**	**(2,854)**

Funds by Object Class

($ in thousands)

Bureau of African Affairs (AF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	237,820	225,845	240,343	2,523
1200 Personnel Benefits	65,292	61,445	65,146	(146)
2100 Travel & Trans of Persons	4,702	4,201	4,433	(269)
2200 Transportation of Things	4,385	3,918	4,145	(240)
2300 Rents, Comm & Utilities	17,487	15,623	16,478	(1,009)
2500 Other Services	13,166	11,762	12,414	(752)
2600 Supplies and Materials	13,260	11,846	12,500	(760)
3100 Personal Property	11,298	10,094	10,652	(646)
4100 Grants, Subsidies & Contributions	2,220	1,983	2,093	(127)
Total	**369,630**	**346,717**	**368,204**	**(1,426)**

CONFLICT STABILIZATION OPERATIONS

Resource Summary

($ in thousands)

Conflict and Stabilization Operations (CSO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Conflict and Stabilization Operations	29,705	29,705	32,872	3,167
Positions	125	125	125	-

WHO WE ARE & WHY IT MATTERS

Congress has called on the Executive Branch to invest in conflict prevention and change the way the United States addresses conflict and instability around the world. The Department of State's Bureau of Conflict and Stabilization Operations (CSO) leads these efforts. CSO works across the Department and the interagency to execute its mandate of preventing and resolving conflict, as well as fostering stability and providing expertise and innovative tools to support diplomatic engagements and programs focused on the issue.

The threat of instability is increasing globally as democratic backsliding, the climate crisis, gender inequality, food insecurity, and refugee flows place additional pressure on the political systems and social fabric of impacted countries. Investing in early warning systems and conflict prevention can increase countries' resilience to challenges, decrease malign actors' influence, and save lives. Preventive measures also are far less costly to U.S. taxpayers than crisis response efforts, with even relatively small investments in fragile states paying dividends for U.S. interests, such as countering the malign influence of the People's Republic of China (PRC) and Russia.

CSO prioritizes conflict prevention. In support of the Department's regional bureaus, CSO advances the U.S. government's ability to focus on prevention through cutting-edge analysis, timely policy recommendations, and innovative programs. CSO pioneers new approaches to breaking cycles of conflict. Traditional tools of diplomacy are not sufficient to address modern drivers of conflict and instability. To achieve better outcomes, the United States must use approaches that are fit for purpose while incorporating broader considerations. In attaining that goal, CSO enhances the interagency's ability to innovate in addressing new challenges, with the Bureau providing subject matter expertise and analytical capabilities that help drive policy.

Playing a significant convening and collaborating role, CSO leads and integrates the efforts of many stakeholders. In doing so, the Bureau cuts across stovepipes and maximizes the effectiveness of both Department and interagency resources and expertise to address conflict and instability. CSO works collaboratively across the U.S. government, with posts, and with an extensive range of external partners; this allows the Bureau to leverage bilateral and multilateral relationships and local partnerships as a force multiplier in more effectively preventing and mitigating conflict.

Among CSO's highest priorities are leading interagency implementation of the Global Fragility Act (GFA) of 2019; spearheading interagency implementation of the Elie Wiesel Genocide and Atrocities Prevention Act of 2018; providing unique negotiations expertise to senior U.S. officials through the Bureau's Negotiations Support Unit; and advancing the use of data analytics to inform policymaking. CSO also supports efforts to address the impact of climate change on conflict dynamics and advance the women, peace, and security agenda.

CONFLICT STABILIZATION OPERATIONS

BUREAU STRATEGIC GOALS

1. Advance U.S. policy priorities to prevent and resolve violence and conflict, promote stability, and address fragility in regions of U.S. national priority.
2. Harness data analytics and technical expertise to anticipate and address root causes of violence, conflict, and instability, promote conflict resolution, and enable agile foreign policy decision-making.
3. Enhance the efficiency and effectiveness of stabilization-related diplomatic and programmatic interventions through the increased use of deployed stabilization advisors.
4. Maximize organizational effectiveness and enhance CSO's competitiveness as a bureau of choice for employees and new recruits by recruiting, retaining, and developing a diverse, high-performing workforce.
5. Meet the growing demand for CSO's advanced analytics, technical expertise, and programs by hiring necessary, qualified staff and enhancing technological capabilities.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $32.9 million, an increase of $3.2 million above the FY 2023 Actual level. The Request includes funding for evidence-based monitoring, evaluation, and learning (MEL) activities to support GFA requirements; the modernization of CSO's information technology (IT) systems; Working Capital Fund (WCF) initiatives; and current services adjustments.

An increase of $1.5 million will allow CSO, the interagency GFA Secretariat, and MEL personnel in Washington to work on diplomatic engagement, civil society partner consultations, and Congressional outreach activities under the GFA and its associated U.S. Strategy to Prevent Conflict and Promote Stability. The GFA calls for the conduct of strategic-level MEL actions on all diplomatic activities and foreign assistance supporting the GFA and SPCPS in priority countries and regions.

The FY 2025 funding will help CSO conduct MEL on non-foreign assistance activities. In doing so, CSO will be able to enhance global evaluation, knowledge management and learning mechanisms, staffing, related travel, and other data collection mechanisms in support of posts.

The FY 2025 Request includes an increase of $330,000 for CSO's IT modernization and WCF initiatives, which will support the Department's critical technological advancements and aid the bureau in its GFA implementation efforts.

The remainder of the increase will address the 2024 American Pay raise, 2025 American Pay raise, and the annualization of the 2023 and 2024 American Pay raises.

CONFLICT STABILIZATION OPERATIONS

Detailed Resource Summary

Conflict and Stabilization Operations (CSO)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	101	14	10	-	125	9,850	19,855	29,705
FY 2024 Estimate	101	14	10	-	125	9,850	19,855	29,705
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	70	592	662
2025 American Pay Raise	-	-	-	-	-	31	307	338
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	140	140
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	197	197
IT WCF	-	-	-	-	-	110	-	110
Real Property WCF	-	-	-	-	-	220	-	220
Total Built-in Changes	-	-	-	-	-	431	1,236	1,667
FY 2025 Current Services	101	14	10	-	125	10,281	21,091	31,372
FY 2025 Program Changes								
Monitoring and Evaluation of GFA Data Effectiveness	-	-	-	-	-	500	-	500
Monitoring, Evaluation and Learning (MEL)	-	-	-	-	-	1,000	-	1,000
Total Program Changes	-	-	-	-	-	1,500	-	1,500
FY 2025 Request	101	14	10	-	125	11,781	21,091	32,872

Funds by Object Class

($ in thousands)

Conflict and Stabilization Operations (CSO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	14,425	14,425	15,454	1,029
1200 Personnel Benefits	6,946	6,946	7,450	504
2100 Travel & Trans of Persons	1,765	1,765	2,111	346
2300 Rents, Comm & Utilities	1,177	1,177	1,408	231
2400 Printing & Reproduction	98	98	117	19
2500 Other Services	3,334	3,334	3,987	653
2600 Supplies and Materials	294	294	352	58
3100 Personal Property	882	882	1,055	173

CONFLICT STABILIZATION OPERATIONS

Conflict and Stabilization Operations (CSO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	784	784	938	154
Total	**29,705**	**29,705**	**32,872**	**3,167**

BUREAU OF EAST ASIAN AND PACIFIC AFFAIRS

Resource Summary

($ in thousands)

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual[1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
East Asian and Pacific Affairs	341,037	318,134	361,635	20,598
Positions	984	984	1,034	50

[1] *Due to net transfers, the FY 2023 Actual is $22.9 million higher than the FY 2023 Adjusted Enacted level of $318.1 million.*

WHO WE ARE & WHY IT MATTERS

The East Asia and Pacific region stretches from the United States' Pacific coastline to the Indian Ocean, and it is home to more than half of the world's population, nearly two-thirds of the world's economy, and seven of the world's largest militaries. More members of the U.S. military overseas are based in the region than in anywhere else in the world. The region supports more than three million U.S. jobs and is the source of nearly $900 billion in foreign direct investments in the United States. In the years ahead, as the region drives as much as two-thirds of global economic growth, its influence will only grow, along with its importance to the United States.

The Bureau of East Asian and Pacific Affairs (EAP) works to advance the Indo-Pacific Strategy of the United States, as defined in February 2022. In doing so, Bureau efforts focus on promoting the strategy's five pillars:

- Advance a free and open Indo-Pacific;
- Build connections within and beyond the region;
- Drive regional prosperity;
- Bolster Indo-Pacific security; and,
- Build regional resilience to transnational threats.

EAP comprises 46 embassies and consulates, the U.S. Mission to the Association of Southeast Asian Nations (ASEAN), and the American Institute in Taiwan. Located in 25 countries ranging from Mongolia through East Asia to Australia and the Pacific Islands, EAP's Diplomatic Engagement resources support a total of 984 Foreign Service (FS) and Civil Service (CS) positions overseas and domestically.

EAP advances vital United States national interests in the region across a number of sectors, including by:

- investing in democratic institutions;
- advancing a free press and a vibrant civil society;
- improving fiscal transparency to expose corruption and drive reform;
- advocating for the protection of the region's seas and skies;
- countering the malign influence of anti-democratic forces; and
- advancing common approaches to critical and emerging technologies, the internet, and cyberspace.

EAP's work also helps drive regional prosperity through: its role in the launch of the Indo-Pacific Economic Framework for Prosperity with 13 regional partners; the United States' Asia-Pacific Economic Cooperation (APEC) host year; the U.S.-Taiwan Initiative on 21st Century Trade; expanded economics-focused work in the

Quad (Australia, India, Japan, and the United States); and the Just Energy Transition Partnerships with Indonesia and Vietnam.

BUREAU STRATEGIC GOALS

1. Expand and strengthen alliances and partnerships with countries and institutions to advance a more resilient, prosperous, and secure Indo-Pacific region.
2. Respond to and address the global challenges that undermine the region's security and prosperity.
3. Prevent, reduce, and defend against the full spectrum of current and emerging security threats by enhancing regional coordination and capacity.
4. Strengthen democracy in the region; promote equity, accessibility, human rights; and advance transparent, accountable governance that works in the public interest.
5. Advance more inclusive and sustainable growth and promote free, fair, and open trade and transparent investment that improves the lives of Americans and people around the world.
6. The United States will implement a comprehensive strategy to harness our national strengths and our unmatched network of allies and partners and shape the strategic environment around Beijing to advance our vision for an open, inclusive international system.
7. Align and manage personnel and resources to implement strategic priorities and to ensure effectiveness and accountability.

To view more of the bureau strategy, please visit https://www.state.gov/joint-regional-strategies/

JUSTIFICATION OF REQUEST

The FY 2025 Request is $361.6 million, an increase of $20.6 million from FY 2023 Actual and $43.5 million above the FY 2023 Adjusted Enacted level. The Request contains funding for current services, staffing increases, and continued investments in new posts in Pacific Island countries.

Current Services: $22 million

Of the $22.0 million included in the Request, $8.0 million in new funding will be dedicated to addressing locally employed (LE) staff LE wage increases. LE staff are essential for the continuity of overseas operations that often fill in the gaps of knowledge that are needed to support U.S. personnel. To keep pace with the required retention of knowledge during unprecedented growth in the region, additional LE staff are needed to support reporting requirement demands driven by the Indo-Pacific Strategy.

The balance of this funding will be used to address the: 2024 American Pay raise; 2024 overseas price inflation; 2025 American Pay raise; 2025 overseas price inflation; annualization of the 2023 American Pay raise; annualization of the 2024 American Pay raise; adjustments to the Information technology Working Capital Fund (IT WCF); and adjustments to the Real Property Management Working Capital fund (WCF).

Strategic Competition: $2.2 million

Strategic competition efforts to counter the PRC are far reaching and stretch across the globe. All of EAP's 46 embassies, consulates, and missions aid in countering the PRC. Domestically, EAP's China House responds to

the PRC's malign actions through complex coordinated lines of effort, which include supporting the work of identifying sanctions ($1.2 million), increasing collaboration within the Department and across agencies, and establishing 20 Regional China Officers (RCO) to impact the PRC's efforts globally ($1 million). One way to withstand the pressure of malign PRC influence is to strengthen ties with vulnerable Pacific Island countries (PICs) and promote the United States as a preferred partner in the face of intense regional competition. EAP dramatically increased its diplomatic presence in the region by opening new embassies in the Solomon Islands and Tonga (see Pacific Island section below).

U.S. Direct Hire Positions: $21.5 million and +50 positions

The Request contains $21.5 million to support establishing 50 new positions, including 34 FS posted overseas, 7 FS working domestically, and 9 CS staff.

Focusing on the need to amplify the five pillars of the Indo-Pacific Strategy (IPS), these new staff members will work with the United States' regional partners to advance the country's political, security, and economic interests.

The increasing complexity and importance of EAP's portfolio presents ongoing challenges for the Bureau's domestic team. The additional positions will allow EAP to strengthen its coverage of ongoing activities while expanding the Department's capacity to best address critical areas in the United States' efforts to compete with the People's Republic of China (PRC). Elements of particular concern include the Pacific Islands, Taiwan, and regional foreign assistance.

In addressing these focus areas, the additional officers will concentrate on managing relations with countries in the Pacific Islands and responding to the increased demand for analysis, updates, and support on Taiwan-related issues. As part of these staffing adjustments, a senior Civil Service political-military position in the Office of Taiwan Coordination will facilitate the strategic planning and execution of security assistance for Taiwan. With the goal of maximizing the impact of U.S. investments through the consolidation, alignment, and coordination of foreign assistance, EAP will also expand its Strategic Planning and Assistance Unit.

Taken together, these new positions will enable the Department to successfully manage an expanding workload by providing the critical resources needed for implementing strategic planning, increasing the level of U.S. engagement in the region, and executing contingency preparations.

Utilities Base Transfer to OBO: -$5.9 million

The Request reflects a decrease of $5.9 million for a net-neutral realignment of non-residential utilities costs to the Bureau of Overseas Buildings Operations (OBO) for non-residential utilities at EAP posts.

Pacific Islands: $4 million

The FY 2025 Request will fund the initial operational, start-up, staffing, and travel requirements for new posts and missions in the Pacific Island countries (PICs). These Missions will receive management services for finance, information technology, human resources, and general services from the Manila Regional Support Service (MRSS). The delivery of these services will be absorbed within the base budgets of these new Missions.

BUREAU OF EAST ASIAN AND PACIFIC AFFAIRS

Guided by the Indo-Pacific Strategy and the Pacific Partnership Strategy, the United States seeks to continue to strengthen ties with PICs and promote the United States as a preferred partner in the face of intense regional competition.

Detailed Resource Summary

Bureau of East Asian and Pacific Affairs (EAP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	98	113	773	608	1,592	184,600	156,437	341,037
FY 2024 Estimate	98	113	773	608	1,592	161,697	156,437	318,134
FY 2025 Adjusted Base	98	113	773	608	1,592	161,697	156,437	318,134
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	33	4,531	4,564
2024 LE Staff Wage Increase	-	-	-	-	-	5,615	-	5,615
2024 Overseas Price Inflation	-	-	-	-	-	2,641	-	2,641
2025 American Pay Raise	-	-	-	-	-	221	2,692	2,913
2025 Overseas Price Inflation	-	-	-	-	-	2,775	-	2,775
Absorption FY 2024 & FY 2025 Overseas Price Inflation	-	-	-	-	-	(5,416)	-	(5,416)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	1,350	1,350
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1,510	1,510
IT WCF	-	-	-	-	-	1,771	-	1,771
Real Property Management WCF	-	-	-	-	-	1,260	-	1,260
2025 LE Staff Wage Increase	-	-	-	-	-	2,698	-	2,698
Total Built-in Changes	-	-	-	-	-	11,598	10,083	21,681
FY 2025 Current Services	98	113	773	608	1,592	173,295	166,520	339,815
FY 2025 Program Changes								
Utilities Base Transfer to OBO	-	-	-	-	-	(5,869)	-	(5,869)
Pacific Island Countries	-	-	-	-	-	4,000	-	4,000
Strategic Competition	-	-	-	-	-	2,200	-	2,200
USDH	9	7	34	-	50	15,467	6,022	21,489
Total Program Changes	9	7	34	-	50	15,798	6,022	21,820
FY 2025 Request	107	120	807	608	1,642	189,093	172,542	361,635

BUREAU OF EAST ASIAN AND PACIFIC AFFAIRS

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
ANP - Office of Australia, New Zealand and Pacific Island Affairs	11	-	3,653	11	-	3,602	13	-	7,753	2	-	4,100
CHINA - Office of Chinese Affairs	37	-	10,254	37	-	9,658	37	-	14,475	-	-	2,121
EP - Office of Economic Policy	10	-	3,284	10	-	3,237	10	-	3,425	-	-	141
EX - Executive Office	42	-	15,660	42	-	14,930	43	-	15,780	1	-	2,220
J - Office of Japan Affairs	16	-	3,698	16	-	3,645	17	-	4,062	1	-	364
KM - Office of Korean and Mongolian Affairs	20	-	5,250	20	-	5,174	21	-	5,563	1	-	313
MLA - Multilateral Affairs	10	-	3,724	10	-	3,587	11	-	4,396	1	-	672
MLS - Office of Mainland Southeast Asia	11	-	3,548	11	-	3,483	12	-	4,318	1	-	770
MTS - Office of Maritime of Southeast Asia	10	-	2,855	10	-	2,826	10	-	2,995	-	-	140
Office of the Assistant Secretary	17	-	5,336	17	-	5,288	17	-	5,607	-	-	271
P - Office of Public Affairs	5	-	1,184	5	-	1,172	5	-	1,242	-	-	58
RSP - Office of Regional and Security Policy	22	-	5,999	22	-	5,912	27	-	8,152	5	-	2,153
TC - Office of Taiwan Coordination	-	-	550	-	-	533	4	-	2,029	4	-	1,479
Total	**211**	**-**	**64,995**	**211**	**-**	**63,047**	**227**	**-**	**79,797**	**16**	**-**	**14,802**

Staff and Funds by Post

($ in thousands)

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Australia, Canberra	32	10	9,605	32	10	9,031	32	10	9,413	-	-	(192)
Australia, Melbourne	5	7	1,930	5	7	1,758	5	7	1,811	-	-	(119)
Australia, Perth	3	4	892	3	4	832	3	4	864	-	-	(28)
Australia, Sydney	9	23	2,072	9	23	1,933	9	23	2,009	-	-	(63)
Brunei, Bandar Seri Begawan	7	11	2,583	7	11	2,416	7	11	2,513	-	-	(70)
Burma, Rangoon	23	27	8,070	23	27	7,396	23	27	8,702	-	-	632

BUREAU OF EAST ASIAN AND PACIFIC AFFAIRS

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Cambodia, Phnom Penh	18	9	7,375	18	9	6,833	19	9	7,699	1	-	324
China, Beijing	116	46	40,059	116	46	37,629	120	46	40,816	4	-	757
China, Guangzhou	17	10	6,715	17	10	6,112	18	10	6,910	1	-	195
China, Hong Kong	26	2	11,034	26	2	10,112	26	2	10,443	-	-	(591)
China, Shanghai	19	4	5,338	19	4	4,919	19	4	5,090	-	-	(248)
China, Shenyang	10	6	3,778	10	6	3,507	10	6	3,638	-	-	(140)
China, Wuhan	2	14	3,757	2	14	3,378	3	15	4,079	1	1	322
Federated States of Micronesia, Kolonia	5	-	1,201	5	-	1,119	5	-	1,162	-	-	(39)
Fiji, Suva	17	28	7,260	17	28	6,661	20	35	8,724	3	7	1,464
Indonesia, ASEAN	-	-	2,982	-	-	2,774	5	3	4,299	5	3	1,317
Indonesia, Jakarta	60	32	15,581	60	32	14,520	62	32	16,968	2	-	1,387
Indonesia, Medan	2	5	1,037	2	5	942	3	5	1,160	1	-	123
Indonesia, Surabaya	5	11	4,152	5	11	3,721	5	11	3,811	-	-	(341)
Japan, Fukuoka	3	9	821	3	9	770	3	9	801	-	-	(20)
Japan, Nagoya	1	-	1,617	1	-	1,475	2	-	2,135	1	-	518
Japan, Naha	2	7	1,325	2	7	1,223	2	7	1,266	-	-	(59)
Japan, Osaka-Kobe	4	16	1,813	4	16	1,651	4	16	1,702	-	-	(111)
Japan, Sapporo	2	4	1,268	2	4	1,173	2	4	1,216	-	-	(52)
Japan, Tokyo	65	77	31,057	65	77	28,151	68	77	30,405	3	-	(652)
Laos, Vientiane	12	7	3,600	12	7	3,367	12	7	3,503	-	-	(97)
Malaysia, Kuala Lumpur	24	20	6,425	24	20	6,008	24	20	6,249	-	-	(176)
Marshall Islands, Majuro	5	1	1,713	5	1	1,568	5	1	1,619	-	-	(94)
Mongolia, Ulaanbaatar	13	3	3,690	13	3	3,451	13	4	3,590	-	1	(100)
New Zealand, Auckland	3	5	1,443	3	5	1,298	4	5	1,761	1	-	318
New Zealand, Wellington	14	4	3,853	14	4	3,644	14	4	3,807	-	-	(46)
Palau, Koror	4	-	1,199	4	-	1,084	4	-	1,114	-	-	(85)
Papua New Guinea, Port Moresby	12	9	4,354	12	9	3,961	13	12	4,693	1	3	339
Philippines, Manila	46	46	16,375	46	46	14,871	50	46	17,336	4	-	961
Singapore, Singapore	21	12	6,089	21	12	5,684	21	13	5,909	-	1	(180)
South Korea, Busan	1	2	424	1	2	388	1	2	401	-	-	(23)
South Korea, Seoul	41	74	19,058	41	74	17,463	44	75	19,876	3	1	818
Thailand, Bangkok	58	50	11,738	58	50	11,137	59	50	12,259	1	-	521

BUREAU OF EAST ASIAN AND PACIFIC AFFAIRS

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Thailand, Chiang Mai	5	8	3,558	5	8	3,201	5	8	3,283	-	-	(275)
Timor-Leste, Dili	10	-	2,651	10	-	2,522	11	-	3,254	1	-	603
Vietnam, Hanoi	33	3	11,770	33	3	11,019	33	3	10,403	-	-	(1,367)
Vietnam, Ho Chi Minh City	16	-	4,256	16	-	3,898	17	-	4,639	1	-	383
Western Samoa, Apia	2	2	524	2	2	487	2	2	506	-	-	(18)
Total	**773**	**608**	**276,042**	**773**	**608**	**255,087**	**807**	**625**	**281,838**	**34**	**17**	**5,796**

Funds by Object Class

($ in thousands)

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	169,068	162,260	181,533	12,465
1200 Personnel Benefits	57,092	55,249	63,432	6,340
1300 Benefits Former Personnel	2	2	2	-
2100 Travel & Trans of Persons	4,640	4,064	5,750	1,110
2200 Transportation of Things	1,621	1,420	2,510	889
2300 Rents, Comm & Utilities	19,459	17,045	14,693	(4,766)
2400 Printing & Reproduction	331	290	296	(35)
2500 Other Services	71,390	62,532	73,120	1,730
2600 Supplies and Materials	2,397	2,100	2,565	168
3100 Personal Property	13,825	12,110	16,631	2,806
4100 Grants, Subsidies & Contributions	1,212	1,062	1,103	(109)
Total	**341,037**	**318,134**	**361,635**	**20,598**

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

Resource Summary

($ in thousands)

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
European and Eurasian Affairs	570,501	529,509	581,239	10,738
Positions	1,615	1,615	1,615	-

[1] *Due to net transfers, the FY 2023 Actual is $41 million higher than the FY 2023 Adjusted Enacted level of $529.5 million.*

WHO WE ARE & WHY IT MATTERS

The Bureau of European and Eurasian Affairs (EUR) promotes the security and economic prosperity of the American people through its 50 bilateral missions and 30 constituent posts, partner agencies, and multilateral platforms. These multilateral platforms include, but are not limited to, the North Atlantic Treaty Organization (NATO), the European Union (EU), the Council of Europe, and the Organization for Security & Cooperation in Europe (OSCE).

EUR's diplomatic network enables the United States to:

- engage its allies on the full range of regional and global concerns, working in common cause with partners that share the country's vision of a world that is free, open, secure, and prosperous;
- promote and protect the foundational principles of self-determination, territorial integrity, and political independence;
- strengthen international institutions; and
- ensure countries are free to determine their own foreign policy choices.

To achieve these aims, information must be allowed to flow freely and without risk of the spread of disinformation, universal human rights must be respected and protected, and the global economy must operate transparently and fairly with opportunity for all.

EUR provides U.S. leadership in Europe and Eurasia on the full range of regional and global concerns, including in the areas of security, rule of law, trade, and Diversity, Equity, Inclusion, and Accessibility (DEIA). Unfortunately, across the region, malign influences originating from state and non-state actors seek to undermine democratic development, prosperity, stability, and local sovereignty, as well as derail international systems and norms. Acting as a counterbalance, U.S. diplomacy and development initiatives are necessary to support democracy and free markets, fight violent extremism, confront poverty and health crises, and promote positive relationships with democratic allies and partners.

With U.S. government support, our European partners have responded resolutely to Russia's further invasion of Ukraine by increasing both their investments in defense and contributing significant resources; in fact, EUR diplomatic efforts have resulted in increased support for Ukraine from allies to compliment the monetary and material support provided by the United States. In addition to helping to counter Russia's aggression, these actions by our European partners in support of Ukraine have bolstered our own national security capabilities and generated valuable U.S. jobs.

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

The United States has worked tirelessly to ensure NATO's deterrence and defense posture is effective and that U.S. assistance is used responsibly. Acting in unity with the EU, the OSCE, United Nations (UN), and other multilateral platforms, the United States and its partners maintain their efforts to hold the Kremlin to account for its brutal aggression. As part of these efforts, EUR continues to undertake diplomatic activities that help ensure a victory in Ukraine is both practically achievable and politically inevitable. Contrary to Russia's stated war aims, NATO has expanded by one member with a second new membership in process. Looking ahead a conflict resulting in a successful, democratic, non-corrupt Ukrainian state will further demonstrate the failure of authoritarianism to people around the world.

Acts of external influence in Europe and Eurasia by the People's Republic of China (PRC) are becoming increasingly frequent as the PRC seeks to strengthen its economic position over the longer term, enhance its soft power, and promote authoritarian norms. PRC lending, assistance, and investment practices are creating apprehension in the United States and its European partners. Major concerns include toxic lending with opaque conditions; investments leading to collateral commitments and PRC footholds in critical infrastructure; and the use of bribery, coercion, and linkages between foreign assistance and "concessionary" lending. EUR continues to work with national, regional, and multilateral partners to identify and execute program actions aimed at combatting these behaviors.

While the United States continues to implement government, public-private, and other unilateral initiatives in the furtherance of the country's strategic security and economic goals, EUR's diplomatic efforts act as a global force multiplier by bringing additional resources to bear in addressing the issues of climate change, the international refugee crisis, and other multi-regional concerns. While burden-sharing diplomacy requires an initial outlay of resources, the investment pays substantial dividends for all stakeholders in the longer term.

Russia, PRC, Iran, and other state and non-state actors are continuing their strategic, conventional, and hybrid activities to expand their influence and promote anti-democratic ideals. These malign influences hope to gain or expand footholds in Europe and Eurasia by exploiting: the ongoing security, economic, and social challenges created by the war in Ukraine; flare-ups of regional conflicts in the Caucasus and Western Balkans; global inflation; the climate crisis; irregular migration and influxes of refugees within, and to, Europe; and other shocks to established systems. Disinformation, corruption, intellectual property theft, and other means are all being used to attempt to undermine the United States' strategic alliances, national security, and economic interests in the EUR region. In defense of these interests, the Department and the United States' allies must continue their work in aiding their citizenry to recognize and discountenance these malign efforts.

U.S. success in Europe and around the world depends on a substantial commitment to modernization that promotes:

- Workforce and emerging technology development, with DEIA underlying internal and external approaches;
- Global health security;
- Cybersecurity; and
- Resilience from sophisticated threats.

Europe and Eurasia have both the political will and potential to address these challenges now, but, unless the State Department sustains and modernizes its diplomatic posture, the United States may not be able to effectively lead and influence the other 30 members of NATO and the 57 nation OSCE.

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

BUREAU STRATEGIC GOALS

1. Revitalize European alliances and partnerships in the evolving security environment.
2. Strengthen democracy and the rule of law throughout Europe and Eurasia.
3. Promote deeper trade, investment, and energy cooperation; accelerate transatlantic connections and collaborate with the EU and European and Eurasian Allies and partners to counter non-market and coercive economic practices.
4. Leverage alliances and partnerships to ensure Russia's strategic failure in its war in Ukraine and to address other global and regional threats and challenges.
5. Recruit, develop, and retain EUR talent that represents the diversity of the United States and has the set of skills necessary to advance the Bureau's goals.

To view more of the bureau strategy, please visit https://www.state.gov/joint-regional-strategies/

JUSTIFICATION OF REQUEST

The FY 2025 Request is $581.2 million, an increase of $10.7 million (+1.9 percent) above FY 2023 Actual. The Request is a $51.7 million increase over the FY2023 Adjusted Enacted level, not including Ukraine supplementals. While absorbing overseas price inflation, the Request's increase addresses the following modifications:

- $41.0 million reduction to non-recur the FY 2023 transfer from the Buying Power Maintenance Account (BPMA), including for foreign currency exchange rate adjustments;
- $24.6 million to support wage increases for Locally Employed (LE) staff at EUR's overseas posts;
- $21.4 million to support the 2024 and 2025 American Pay raises and the annualization of these increases;
- $13.4 million to sustain and modernize information technology (IT) services and products received through the Bureau of Information Resource Management (IRM)'s Working Capital Fund (WCF);
- A $11.4 million decrease for a net-neutral realignment of non-residential utilities costs to the Bureau of Overseas Buildings Operations (OBO) for non-residential utilities and expenses at EUR posts;
- $2.8 million for a cost-neutral realignment from the Bureau of Administration (A) to EUR's Diplomatic Programs (DP) base for domestic facility management expenses in the Real Property WCF; and
- $989,000 for operational expenses of new facilities in Cyprus, Latvia, Montenegro, and at the U.S. Mission to NATO in Belgium.

Detailed Resource Summary

Bureau of European and Eurasian Affairs (EUR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	153	169	1,293	587	2,202	303,905	266,596	570,501
FY 2024 Estimate	153	169	1,293	587	2,202	262,913	266,596	529,509
FY 2025 Adjusted Base	153	169	1,293	587	2,202	262,913	266,596	529,509
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	1,087	9,959	11,046

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

Bureau of European and Eurasian Affairs (EUR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
2024 LE Staff Wage Increase	-	-	-	-	-	15,444	-	15,444
2024 Overseas Price Inflation	-	-	-	-	-	1,924	-	1,924
2025 American Pay Raise	-	-	-	-	-	245	4,311	4,556
2025 LE Staff Wage Increase	-	-	-	-	-	9,132	-	9,132
2025 Overseas Price Inflation	-	-	-	-	-	2,761	-	2,761
Absorption FY 2024 & FY 2025 Overseas Price Inflation	-	-	-	-	-	(4,685)	-	(4,685)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	2,443	2,443
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	3,320	3,320
IT WCF	-	-	-	-	-	13,381	-	13,381
Real Property WCF	-	-	-	-	-	2,819	-	2,819
Total Built-in Changes	-	-	-	-	-	42,108	20,033	62,141
FY 2025 Current Services	153	169	1,293	587	2,202	305,021	286,629	591,650
FY 2025 Program Changes								
Facility Operating Costs	-	-	-	-	-	989	-	989
Utilities Base Transfer to OBO	-	-	-	-	-	(11,400)	-	(11,400)
Total Program Changes	-	-	-	-	-	(10,411)	-	(10,411)
FY 2025 Request	153	169	1,293	587	2,202	294,610	286,629	581,239

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Assistant Secretary	25	-	3,305	25	-	3,151	25	-	3,432	-	-	127
Joint Executive Office	61	-	10,326	61	-	9,843	61	-	10,723	-	-	397
Office of Caucasus Affairs Regional Conflicts	9	-	1,102	9	-	1,051	9	-	1,145	-	-	43
Office of Central European Affairs	11	-	1,512	11	-	1,441	11	-	1,570	-	-	58
Office of European Security Political Affairs	23	-	2,891	23	-	2,756	23	-	3,002	-	-	111
Office of European Union Affairs Regional Affairs	14	-	1,929	14	-	1,838	14	-	2,003	-	-	74

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Nordic and Baltic Affairs	11	-	1,240	11	-	1,181	11	-	1,287	-	-	47
Office of Policy and Global Issues	10	-	1,376	10	-	1,310	10	-	1,428	-	-	52
Office of Policy Regional Affairs	15	-	1,512	15	-	1,441	15	-	1,570	-	-	58
Office of Russian Affairs	16	-	1,929	16	-	1,838	16	-	2,003	-	-	74
Office of South Central Europe Affairs	24	-	2,891	24	-	2,756	24	-	3,002	-	-	111
Office of Southern Europe Affairs	9	-	1,240	9	-	1,181	9	-	1,287	-	-	47
Office of Ukraine, Moldova Belarus Affairs	19	-	1,242	19	-	1,182	19	-	1,288	-	-	46
Office of Western European Affairs	21	-	2,619	21	-	2,497	21	-	2,721	-	-	102
Office of the Coordinator of U.S. Assistance for Europe and Eurasia	26	-	3,029	26	-	2,886	26	-	3,144	-	-	115
Office of the Special Envoy for Holocaust Issues	2	-	414	2	-	395	2	-	430	-	-	16
Press and Policy Outreach	8	-	676	8	-	642	8	-	699	-	-	23
Public Affairs	18	-	2,619	18	-	2,497	18	-	2,721	-	-	102
Total	**322**	**-**	**41,852**	**322**	**-**	**39,886**	**322**	**-**	**43,455**	**-**	**-**	**1,603**

Staff and Funds by Post

($ in thousands)

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Albania, Tirana	12	2	4,537	12	2	4,224	12	2	4,633	-	-	96
Armenia, Yerevan	18	2	5,729	18	2	5,404	18	2	5,905	-	-	176
Austria, Vienna	27	18	16,183	27	18	14,687	27	18	16,226	-	-	43
Azerbaijan, Baku	19	2	6,127	19	2	5,876	19	2	6,391	-	-	264
Belarus, Minsk	8	4	3,633	8	4	3,441	8	4	3,755	-	-	122
Belgium, Brussels	32	15	19,701	32	15	17,916	32	15	19,782	-	-	81
Bermuda, Hamilton	3	2	1,202	3	2	1,098	3	2	1,211	-	-	9
Bosnia-Herzegovina, Sarajevo	19	6	9,268	19	6	8,525	19	6	9,382	-	-	114
Bulgaria, Sofia	18	3	7,037	18	3	6,604	18	3	7,227	-	-	190
Croatia, Zagreb	14	8	6,328	14	8	5,833	14	8	6,416	-	-	88
Cyprus, Nicosia	13	10	5,924	13	10	5,453	13	10	6,000	-	-	76

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Czech Republic, Prague	14	5	6,905	14	5	6,332	14	5	6,975	-	-	70
Denmark, Copenhagen	17	10	6,503	17	10	6,014	17	10	6,608	-	-	105
Estonia, Tallinn	13	3	3,715	13	3	3,512	13	3	3,835	-	-	120
Finland, Helsinki	19	3	7,797	19	3	7,253	19	3	7,956	-	-	159
France, Bordeaux	1	1	451	1	1	421	1	1	461	-	-	10
France, Lille	-	1	451	-	1	421	-	1	461	-	-	10
France, Lyon	1	1	451	1	1	421	1	1	461	-	-	10
France, Marseille	1	3	451	1	3	421	1	3	461	-	-	10
France, Paris	73	20	39,871	73	20	37,277	73	20	40,833	-	-	962
France, Rennes	1	1	377	1	1	357	1	1	390	-	-	13
France, Strasbourg	1	1	451	1	1	421	1	1	461	-	-	10
France, Toulouse	-	1	451	-	1	421	-	1	461	-	-	10
Georgia, Tbilisi	21	1	8,087	21	1	7,572	21	1	8,291	-	-	204
Germany, Berlin	61	35	26,450	61	35	24,433	61	35	26,857	-	-	407
Germany, Dusseldorf	3	-	1,826	3	-	1,638	3	-	1,816	-	-	(10)
Germany, Frankfurt	52	25	24,912	52	25	22,695	52	25	25,046	-	-	134
Germany, Hamburg	4	2	1,661	4	2	1,526	4	2	1,680	-	-	19
Germany, Leipzig	4	1	1,661	4	1	1,526	4	1	1,680	-	-	19
Germany, Munich	5	5	2,769	5	5	2,544	5	5	2,800	-	-	31
Greece, Athens	33	15	15,814	33	15	14,492	33	15	15,966	-	-	152
Greece, Thessaloniki	3	2	960	3	2	889	3	2	977	-	-	17
Hungary, Budapest	18	11	9,019	18	11	8,250	18	11	9,094	-	-	75
Iceland, Reykjavik	7	6	2,354	7	6	2,216	7	6	2,423	-	-	69
Ireland, Dublin	10	15	6,644	10	15	5,987	10	15	6,628	-	-	(16)
Italy, Florence	3	1	1,101	3	1	1,011	3	1	1,113	-	-	12
Italy, Milan	8	2	4,198	8	2	3,840	8	2	4,233	-	-	35
Italy, Naples	3	6	1,761	3	6	1,582	3	6	1,753	-	-	(8)
Italy, Rome	40	22	22,476	40	22	20,458	40	22	22,583	-	-	107
Kosovo, Pristina	13	-	5,143	13	-	4,817	13	-	5,274	-	-	131
Latvia, Riga	9	8	4,214	9	8	3,885	9	8	4,273	-	-	59
Lithuania, Vilnius	13	4	3,660	13	4	3,405	13	4	3,735	-	-	75
Luxembourg, Luxembourg	10	4	3,759	10	4	3,521	10	4	3,855	-	-	96
Macedonia, Skopje	13	3	5,538	13	3	5,119	13	3	5,626	-	-	88

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Malta, Valletta	8	6	3,755	8	6	3,457	8	6	3,804	-	-	49
Moldova, Chisinau	13	6	3,372	13	6	3,216	13	6	3,503	-	-	131
Montenegro, Podgorica	8	4	2,139	8	4	2,073	8	4	2,248	-	-	109
Netherlands, Amsterdam	1	5	454	1	5	423	1	5	463	-	-	9
Netherlands, The Hague	21	5	9,455	21	5	8,716	21	5	9,586	-	-	131
Norway, Oslo	14	8	5,484	14	8	5,103	14	8	5,598	-	-	114
OSCE Vienna	18	-	4,605	18	-	4,401	18	-	4,791	-	-	186
Poland, Krakow	-	4	1,365	-	4	1,181	-	4	1,323	-	-	(42)
Poland, Warsaw	28	9	12,291	28	9	11,289	28	9	12,429	-	-	138
Ponta Delgada	1	3	540	1	3	498	1	3	548	-	-	8
Portugal, Lisbon	18	8	8,051	18	8	7,442	18	8	8,179	-	-	128
Romania, Bucharest	18	10	6,750	18	10	6,288	18	10	6,895	-	-	145
Russia, Moscow	143	40	29,542	143	40	27,148	143	40	29,886	-	-	344
Russia, St Petersburg	-	3	5,552	-	3	5,280	-	3	5,756	-	-	204
Russia, Vladivostok	-	4	1,359	-	4	1,296	-	4	1,412	-	-	53
Russia, Yekaterinburg	-	3	1,087	-	3	1,030	-	3	1,124	-	-	37
Serbia, Belgrade	17	15	5,526	17	15	5,168	17	15	5,660	-	-	134
Slovakia, Bratislava	12	4	4,597	12	4	4,276	12	4	4,691	-	-	94
Slovenia, Ljubljana	9	5	3,782	9	5	3,510	9	5	3,853	-	-	71
Spain, Barcelona	3	3	1,623	3	3	1,493	3	3	1,643	-	-	20
Spain, Madrid	23	33	12,123	23	33	11,024	23	33	12,172	-	-	49
Sweden, Stockholm	21	16	7,561	21	16	7,077	21	16	7,750	-	-	189
Switzerland, Bern	18	8	7,856	18	8	7,245	18	8	7,968	-	-	112
Turkey, Adana	3	1	738	3	1	698	3	1	763	-	-	25
Turkey, Ankara	45	17	15,122	45	17	14,127	45	17	15,478	-	-	356
Turkey, Istanbul	13	5	4,463	13	5	4,257	13	5	4,637	-	-	174
Turkey, Izmir	-	1	153	-	1	132	-	1	148	-	-	(5)
USEU	33	7	8,800	33	7	8,418	33	7	9,162	-	-	362
USNATO	37	3	9,955	37	3	9,537	37	3	10,375	-	-	420
USOECD	17	8	4,761	17	8	4,537	17	8	4,944	-	-	183
Ukraine, Kyiv	45	4	11,114	45	4	10,677	45	4	11,607	-	-	493
United Kingdom, Belfast	5	2	2,481	5	2	2,266	5	2	2,498	-	-	17
United Kingdom, Edinburgh	1	2	617	1	2	564	1	2	621	-	-	4

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
United Kingdom, London	36	40	21,713	36	40	19,867	36	40	21,898	-	-	185
Vatican City, Holy See	7	5	2,313	7	5	2,173	7	5	2,377	-	-	64
Total	**1,293**	**587**	**528,649**	**1,293**	**587**	**489,625**	**1,293**	**587**	**537,784**	**-**	**-**	**9,135**

Funds by Object Class

($ in thousands)

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	299,770	286,108	311,587	11,817
1200 Personnel Benefits	148,807	137,922	151,457	2,650
2100 Travel & Trans of Persons	12,791	11,066	12,400	(391)
2200 Transportation of Things	3,105	2,686	3,010	(95)
2300 Rents, Comm & Utilities	21,727	18,797	21,063	(664)
2500 Other Services	47,050	40,704	45,611	(1,439)
2600 Supplies and Materials	12,417	10,742	12,037	(380)
3100 Personal Property	21,727	18,797	21,063	(664)
4100 Grants, Subsidies & Contributions	3,107	2,687	3,011	(96)
Total	**570,501**	**529,509**	**581,239**	**10,738**

FOREIGN SERVICE NATIONAL SEPARATION LIABILITY TRUST FUND

Resource Summary

($ in thousands)

Foreign Service National Separation Liability Trust Fund Payment (FSNSLTF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
FSN Separation Liability Trust Fund Payment	10,380	10,380	10,380	-

WHO WE ARE & WHY IT MATTERS

The Foreign Service National Separation and Liability Trust Fund (FSNSLTF) was established pursuant to section 151 of the Foreign Relations Authorization Act, Fiscal Years 1992 and 1993 (P.L. 102-138, 22 USC 4012a) to provide separation pay for Foreign National employees of agencies of the U.S. Government, other than the Department of Defense. The Department of State supports and manages its own fund, distinct and apart from separation pay that may be provided by the other agencies to non-State Locally Employed (LE) staff.

The FSNSLTF currently provides for the accrued separation pay of LE staff in 56 countries. The Fund is used to address Foreign Service Nationals, Personal Services Contractors, and personnel hired under Personal Service Agreements who voluntarily resign, retire, lose their jobs due to a reduction-in-force, or die in service. The Fund applies in the following conditions: (1) where local laws or prevailing practices require a lump-sum payment for voluntary separation based on years in service, and (2) where a post cannot arrange a more advantageous package through an in-country financial institution, including the local social security program. In addition, eligible employees at posts where separation pay plans permit it, can periodically obtain payments or advances on accrued separation balances prior to separation.

A proportionate share of each year's annual accrued liability of the FSNSLTF is funded by the following sources: Diplomatic Programs (DP), inclusive of Public Diplomacy (PD) and Worldwide Security Protection (WSP), as listed in their respective chapters; International Cooperative Administrative Support Services (ICASS); International Narcotics Control and Law Enforcement (INCLE); and the Consular and Border Security Programs (CBSP) account.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $10.3 million, allowing the Department to sustain the accrued liability for LE staff funded through DP and its share of ICASS, as based upon a review of both attrition rate trends for countries/posts and the average annual payments from the Fund.

Under federal pension law, a plan may be in "endangered" status if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent; a plan will be considered in "critical" status if the funded percentage is less than 65 percent. If a pension plan enters "endangered" status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters "critical" status, the trustees of the plan are required to adopt a rehabilitation plan. As part of this process, rehabilitation and funding improvement plans establish steps and benchmarks for pension plans to improve their status over a specified period. (Source: Pension Benefit Guaranty Corporation.)

FOREIGN SERVICE NATIONAL SEPARATION LIABILITY TRUST FUND

Based upon the most recent valuation, the accrued liability of the FSNSLTF is at 86 percent. With its combined resources, it is projected that the FSNSLTF Treasury account will have resources to cover 100 percent of the anticipated separation payments for State LE staff in FY 2025.

Detailed Resource Summary

Foreign Service National Separation Liability Trust Fund (FSNSLTF)	Positions					Funds ($ in thousands)		
	American			FSN	Position Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	10,380	-	10,380
FY 2024 Estimate	-	-	-	-	-	10,380	-	10,380
FY 2025 Current Services	-	-	-	-	-	10,380	-	10,380
FY 2025 Request	-	-	-	-	-	10,380	-	10,380

Funds by Object Class

($ in thousands)

Foreign Service National Separation Liability Trust Fund (FSNSLTF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1200 Personnel Benefits	10,380	10,380	10,380	-
Total	**10,380**	**10,380**	**10,380**	**-**

OFFICE OF INTERNATIONAL CONFERENCES

Resource Summary

($ in thousands)

Office of International Conferences (IO/C)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Office of International Affairs	3,954	3,954	3,954	-

WHO WE ARE & WHY IT MATTERS

The Office of International Conferences (IO/C) promotes the country's strategic interests by providing logistical management services for U.S. participation in international conferences. Accrediting over 4,000 U.S. public and private sector delegates to hundreds of multilateral conferences annually, the Office funds participant travel and conference logistical support services.

As part of its work, IO/C efforts underpin U.S. participation in the United Nations (UN) and the UN system, including the General Assembly, Human Rights Council, the International Atomic Energy Agency, and the International Labor Organization. IO/C ensures effective representation in regional multilateral forums, such as the Asia-Pacific Economic Cooperation (APEC).

Active participation in these conferences is important to safeguarding U.S. national interests. The conferences involved focus on critical issues, such as: international peace and security; counterterrorism coordination; human rights; trade and development; climate change; the human health effects of environmental pollution and degradation; energy security; telecommunications and technology; nuclear nonproliferation, disarmament, and weapons of mass destruction; and narcotics and international criminal activity.

The importance of the policy issues at stake requires the United States to maintain its voice and resume a leadership role in guiding the direction and priorities of multilateral organizations. U.S. participation in international conferences also promotes accountable, democratic governance, respect for human rights, fiscal responsibility, and economic growth in the face of active efforts by other states to shape the international system according to their ideological or parochial interests.

JUSTIFICATION OF REQUEST

The Department's FY 2025 Request is $4 million, consistent with FY 2023 Actual. The Request will support travel for approximately 400 delegates and provide U.S. delegations with management support for a planned 15-20 conferences, including control rooms and meeting spaces.

The fora being addressed with IO/C support include, but are not limited to, the United Nations General Assembly; Asia-Pacific Economic Cooperation; the International Telecommunications Union; the United Nations Framework Convention on Climate Change; and the Organization of American States General Assembly. IO/C will also provide support for the UN Memorial Cemetery in Korea.

Support for the Office of International Conferences allows the United States to respond to actors that attempt to shape global agendas and outcomes on matters ranging from 5G telecommunications and agricultural goods to

cyber and civilian security. Funding the Office helps both public and private sector subject matter experts to promote the United States' interests and values, and IO/C's conference management services continue to act as a force multiplier for U.S. delegations to international multilateral conferences.

Detailed Resource Summary

Office of International Conferences (IO/C)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	3,954	-	3,954
FY 2024 Estimate	-	-	-	-	-	3,954	-	3,954
FY 2025 Built-in Changes								
2024 Overseas Price Inflation	-	-	-	-	-	103	-	103
2025 Overseas Price Inflation	-	-	-	-	-	40	-	40
Absorption FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(143)	-	(143)
Total Built-in Changes	-	-	-	-	-	-	-	-
FY 2025 Current Services	-	-	-	-	-	3,954	-	3,954
FY 2025 Request	-	-	-	-	-	3,954	-	3,954

Funds by Object Class

($ in thousands)

Office of International Conferences (IO/C)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2100 Travel & Trans of Persons	2,900	2,900	2,900	-
2500 Other Services	1,054	1,054	1,054	-
Total	**3,954**	**3,954**	**3,954**	**-**

BUREAU OF INTERNATIONAL ORGANIZATION AFFAIRS

Resource Summary

($ in thousands)

Bureau of International Organization Affairs (IO)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
International Organization Affairs	92,376	91,708	99,758	7,382
Positions	376	376	376	-

[1] *Due to net transfers, the FY 2023 Actual is $668,000 higher than the FY 2023 Enacted level of $91.7 million.*

WHO WE ARE & WHY IT MATTERS

The United States helped found the United Nations (UN) in 1945 to maintain international peace and security, take collective measures to prevent and remove threats to peace, and resolve international challenges through cooperation. Today, U.S. leadership remains critical to ensuring these institutions continue to reflect the universal values, aspirations, and norms underpinning the UN system since its founding.

The Bureau of International Organization Affairs (IO) includes domestic offices and seven diplomatic missions. IO serves as the primary U.S. government interlocutor with the UN system and related multilateral organizations, and it advances key U.S. national interests and priorities through multilateral diplomacy. The Bureau achieves this by building coalitions necessary to address the biggest global challenges, such as: climate change; global health; international peace and security; humanitarian response; the revitalization of democracy and human rights; digital connectivity and technology governance; sustainable and inclusive development; and, forced displacement and migration.

IO represents the United States through an affirmative multilateral agenda that strengthens international values, principles, rules, and institutions to enable effective global cooperation, promote equity, and protect individual rights and freedoms. The Bureau also drives multilateral efforts to support democracy, rule of law, and human rights. IO coordinates with interagency partners and likeminded allies to shape global standards on a wide range of issues that affect the American people's well-being, safety, and prosperity.

IO and its missions play a critical role in protecting American security, including at the UN Security Council (UNSC). The UNSC serves as a focal point for action to address conflict and instability in Ukraine, Afghanistan, Burma, Sudan, Libya, Syria, Yemen, and elsewhere. Active conflicts, post-conflict environments, and other dangers to international stability and U.S. citizens' welfare demand coordinated, nimble, and sustained international responses, including the full implementation of UN Security Council sanctions resolutions and counterterrorism initiatives.

In collaboration with the U.S. Mission to the United Nations in New York and interagency partners, IO considers new UN peacekeeping missions or adjustments to existing peacekeeping missions to meet security challenges, as required. IO ensures peacekeeping mission mandates are designed and implemented to address conflicts more effectively; facilitate conditions conducive to life-saving humanitarian assistance; support political solutions; and meet the needs of the people on the ground. Where peacekeeping missions have fulfilled their mandate, the United States works with other Security Council members to close or transition these operations.

IO leads re-engagement with the Human Rights Council (HRC) and proactively sets the agenda in the increasingly active UN human rights and humanitarian bodies, including the UN General Assembly's Third Committee, the Economic and Social Council (ECOSOC), and the Commission on the Status of Women. In

addition, IO's work strengthens the capacity of multilateral organizations to deliver programming that builds sustainable, equitable and resilient food systems that reduce hunger and malnutrition.

The Bureau promotes inclusive, sustainable, and climate-friendly economic growth and development and COVID-19 economic recovery. IO leads U.S. engagement in the UN Development System, which it performs across agencies that fight hunger and disease, advance the wellbeing of children, promote human rights, and accelerate global development and economic growth. In supporting reform of the global health architecture and the World Health Organization (WHO), IO worked to respond to the COVID-19 pandemic and is undertaking efforts to ensure rapid, effective responses to future outbreaks.

Department efforts help to both advance domestic prosperity and shape international norms and rules governing emerging technologies by undertaking leadership in, executing participation in, and providing funding support to special and technical agencies. These agencies include, but are not limited to, the International Civil Aviation Organization (ICAO), International Maritime Organization (IMO), and International Telecommunication Union (ITU). Participation in these venues improves airline and maritime safety and security, enhances global health security, and supports a free and open Internet.

As the world continues to recover from the economic disruptions caused by COVID-19, the United States must maintain its work in common cause within the multilateral system. By doing so, the country will advance global economic growth and sustainable development, while simultaneously fostering a dynamic, inclusive, and innovative domestic economy.

As the largest country contributor to the UN System, the United States has a strong interest in UN effectiveness. IO will continue advocating throughout the UN system for transparency and accountability, in both UN entities' operations and UN peacekeeping missions. IO will represent the United States before UN bodies to support equitable burden-sharing among member states. The Bureau will defend the integrity of multilateral institutions from interference by states that attempt to insert their political ideologies into UN initiatives or bend the system to their parochial interests.

IO focus on ensuring well-qualified candidates who support the integrity of the UN system are elected to its various bodies. IO's work will also emphasize increasing the number of qualified U.S. personnel within the UN, including both those employed by the UN and those elected to leadership positions at the UN and other international organizations.

BUREAU STRATEGIC GOALS

1. Protect foundational values at the UN and multilateral institutions and strengthen their capacity to address global challenges.
2. Promote international peace and security through robust U.S. engagement within the multilateral system.
3. Drive multilateral efforts to support democracy, rule of law, and human rights.
4. Promote inclusive, sustainable, and climate-friendly economic growth and development and COVID-19 economic recovery.
5. The Department's diverse and inclusive workforce is equipped and empowered with the technology, resources, and knowledge to advance U.S. policy priorities and interests in the multilateral system.

To view more of the bureau strategy, please visit https://www.state.gov/joint-regional-strategies/.

BUREAU OF INTERNATIONAL ORGANIZATION AFFAIRS

JUSTIFICATION OF REQUEST

The FY 2025 Request is $99.8 million, an increase of $7.4 million (+8.0 percent) above FY 2023 Actual and $8.1 million above the FY 2023 Adjusted Enacted level. The Request's increase incorporates the following adjustments:

- $2.3 million to sustain and modernize information technology (IT) services and products received through the Bureau of Information Resource Management (IRM)'s Working Capital Fund (WCF);
- $2.2 million for the American Pay raises;
- $1.7 million to support wage increases for Locally Employed (LE) staff at IO's overseas posts;
- $1.1 million for a cost-neutral realignment from the Bureau of Administration (A) to IO's Diplomatic Programs (DP) base for domestic facility management expenses in the Real Property WCF;
- $869,000 for the annualization of the 2023 and 2024 American Pay raises;
- -$668,000 reduction to non-recur the FY 2023 transfer from the Buying Power Maintenance Account (BPMA); and
- -$92,000 for a net-neutral realignment of non-residential utilities costs to the Embassy Security, Construction, and Maintenance account for non-residential utilities at IO posts.

Detailed Resource Summary

Bureau of International Organization Affairs (IO)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	225	72	79	9	385	35,836	56,540	92,376
FY 2024 Estimate	225	72	79	9	385	35,168	56,540	91,708
FY 2025 Adjusted Base	225	72	79	9	385	35,168	56,540	91,708
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	36	1,181	1,217
2024 LE Staff Wage Increase	-	-	-	-	-	1,041	-	1,041
2024 Overseas Price Inflation	-	-	-	-	-	275	-	275
2025 American Pay Raise	-	-	-	-	-	101	875	976
2025 LE Staff Wage Increase	-	-	-	-	-	632	-	632
2025 Overseas Price Inflation	-	-	-	-	-	382	-	382
Absorption FY 2024 & FY 2025 Overseas Price Inflation	-	-	-	-	-	(657)	-	(657)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	475	475
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	394	394
Real Property WCF	-	-	-	-	-	1,119	-	1,119
Total Built-in Changes	-	-	-	-	-	2,929	2,925	5,854
FY 2025 Current Services	225	72	79	9	385	38,097	59,465	97,562

BUREAU OF INTERNATIONAL ORGANIZATION AFFAIRS

Bureau of International Organization Affairs (IO)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2025 Program Changes								
IT WCF Modernization Increase	-	-	-	-	-	2,288	-	2,288
Utilities Base Transfer to OBO	-	-	-	-	-	(92)	-	(92)
Total Program Changes	-	-	-	-	-	2,196	-	2,196
FY 2025 Request	225	72	79	9	385	40,293	59,465	99,758

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of International Organization Affairs (IO)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Assistant Secretary for International Organization Affairs	147	-	36,198	147	-	35,979	148	-	38,928	1	-	2,730
U.S. Mission to the UN	150	-	25,204	150	-	25,045	149	-	27,124	(1)	-	1,920
Total	**297**	**-**	**61,402**	**297**	**-**	**61,024**	**297**	**-**	**66,052**	**-**	**-**	**4,650**

Staff and Funds by Post

($ in thousands)

Bureau of International Organization Affairs (IO)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Austria, Vienna	16	2	6,545	16	2	6,483	16	2	7,124	-	-	579
Canada, Montreal	1	-	1,115	1	-	1,111	1	-	1,191	-	-	76
France, Paris	10	-	1,879	10	-	1,844	10	-	2,113	-	-	234
Italy, Rome	6	1	3,450	6	1	3,416	6	1	3,762	-	-	312
Kenya, Nairobi	1	-	539	1	-	533	1	-	588	-	-	49
Switzerland, Geneva	45	6	17,446	45	6	17,297	45	6	18,928	-	-	1,482
Total	**79**	**9**	**30,974**	**79**	**9**	**30,684**	**79**	**9**	**33,706**	**-**	**-**	**2,732**

BUREAU OF INTERNATIONAL ORGANIZATION AFFAIRS

Funds by Object Class

($ in thousands)

Bureau of International Organization Affairs (IO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	56,376	56,120	60,287	3,911
1200 Personnel Benefits	17,500	17,433	18,670	1,170
2100 Travel & Trans of Persons	3,462	3,398	3,893	431
2200 Transportation of Things	242	238	273	31
2300 Rents, Comm & Utilities	4,839	4,749	5,441	602
2400 Printing & Reproduction	2,579	2,531	2,900	321
2500 Other Services	5,805	5,697	6,527	722
2600 Supplies and Materials	1,290	1,266	1,450	160
3100 Personal Property	283	276	317	34
Total	**92,376**	**91,708**	**99,758**	**7,382**

MEDICAL SERVICES

Resource Summary

($ in thousands)

Bureau of Medical Services (MED)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Medical Services	57,984	57,984	78,451	20,467
Additional Funding (non-add) [1]	*4,650*	-	-	-
Positions	145	145	150	5

[1] *FY 2023 Additional Funding includes $4.7 million from the Additional Ukraine Supplemental Appropriations Act, 2023 (Div. M., P.L. 117-328).*

WHO WE ARE & WHY IT MATTERS

The Bureau of Medical Services (MED) advances the nation's diplomatic priorities by promoting and safeguarding the health and well-being of U.S. government employees and their eligible family members when serving under Chief of Mission (COM) authority around the world. Consisting of more than 70,000 individuals from more than 75 federal agencies, the United States' diplomatic community relies on MED for preventative, primary, and emergency medical care while posted abroad.

As part of this vital mission, MED: conducts medical and mental health clearance evaluations; proactively mitigates health-related risks faced by the U.S. diplomatic community abroad, as well as U.S.-based personnel engaging in official travel; and oversees the more than 200 Health Units serving MED's patient communities globally.

In addition, MED provides occupational health services to America's diplomatic community and the Locally Employed (LE) staff who work for the United States at each post. Together, these groups total more than 150,000 individuals being served by MED around the world.

Understanding that employees and families serving in unpredictable environments may need to address rapidly changing security risks and threats, MED conducts medical contingency planning and training for posts. Beyond better protecting and strengthening the diplomatic community and bolstering employee resilience, these programs ensure strategic preparedness and essential health response capabilities, resulting in a holistic global health response for Chief of Mission personnel and their families.

BUREAU STRATEGIC GOALS

1. Provide effective and accountable medical care and services to protect, strengthen, and support the diplomatic community around the world.
2. Provide a cadre of well-trained, competent, and diverse medical professionals to address current and emergent needs and to deliver timely, viable access to care in accordance with quality-of-care standards.
3. Monitor, assess, and mitigate medical risk through an integrated health care surveillance and response framework, ensuring MED resources are prepared to address the full spectrum of health threats facing COM personnel.
4. Transform business operations through modernized systems, optimized business processes, and enhanced

accountability to improve service support across all Bureau activities.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $78.5 million, an increase of $20.5 million above the FY 2023 Actual level.

The Request dedicates $3.6 million to fund current service adjustments, which are comprised of $1.9 million to support the real property and IT modernization efforts of the Working Capital Fund (WCF) and $1.7 million to support the 2024 and 2025 American Pay raise and annualization of these increases.

The FY 2025 Request includes $6.0 million to increase MED's capabilities through the expansion and enhancement of mental health services provided to Department personnel and their families. This expansion will include administering mental health care for: all age groups, including children and adolescents; crisis responders; employees serving in hardship positions; and families impacted by crises which force posts to reduce their footprint.

The capacity to provide timely mental health crisis response is imperative to avoid the adverse psychological consequences of trauma, such as distress, anxiety, stress, sadness, and fatigue. Mental health services also promote individual and collective well-being, thereby fostering a resilient workforce.

The Request also includes $988,000 to fund five new Civil Service (CS) positions. These positions will focus on modernizing the Department's medical and mental health clearance system by transitioning to a Care Management approach. The Care Management program will modernize outdated procedures and improve the quality of engagement between MED's medical professionals and Chief of Mission personnel and their families. These improved processes will result in a better informed, more prepared foreign affairs community, and it is intended to empower employees and their families to have greater agency over their own health care through individualized assessments and treatments plans, as necessary. The Care Management program will modernize operations, enhance the quality of care, and support a more agile and resilient workforce.

With expanded support, MED will be able to bolster the services provided to Department personnel and their families by improving disaster response training and enhancing the resources available to providers serving on the front lines of diplomacy. This training will further strengthen MED's capacity to respond to the increasing number of crises Department employees experience around the globe and will provide MED's personnel with better tools to manage disasters more effectively.

Detailed Resource Summary

Bureau of Medical Services (MED)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	106	27	12	-	145	39,650	18,334	57,984
FY 2024 Estimate	106	27	12	-	145	39,650	18,334	57,984
FY 2025 Adjusted Base	106	27	12	-	145	49,575	18,334	67,909

MEDICAL SERVICES

Bureau of Medical Services (MED)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	278	429	707
2025 American Pay Raise	-	-	-	-	-	280	282	562
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	260	260
IT WCF	-	-	-	-	-	335	-	335
Real Property WCF	-	-	-	-	-	1,547	-	1,547
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	143	143
Total Built-in Changes	-	-	-	-	-	2,440	1,114	3,554
FY 2025 Current Services	106	27	12	-	145	52,015	19,448	71,463
FY 2025 Program Changes								
Mental Healthcare Program	-	-	-	-	-	6,000	-	6,000
Care Management	5	-	-	-	5	417	571	988
Total Program Changes	5	-	-	-	5	6,417	571	6,988
FY 2025 Request	111	27	12	-	150	58,432	20,019	78,451

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Medical Services (MED)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
ICASS	-	-	10,775	-	-	10,775	-	-	12,700	-	-	1,925
MED/CP - Directorate for Clinical Programs	43	-	7,349	43	-	7,349	45	-	8,107	2	-	758
MED/DO/EX - Office of The Executive Director	20	-	14,361	20	-	14,361	20	-	21,780	-	-	7,419
MED/DO/IT - Directorate of Medical Informatics - EHR	-	-	5,828	-	-	5,828	-	-	5,828	-	-	-
MED/DO/OM - Directorate of Operational Medicine	2	-	207	2	-	207	2	-	207	-	-	-
MED/MH - Directorate for Mental Health Programs	30	-	13,998	30	-	13,998	33	-	23,228	3	-	9,230
MED/PD/MSSO - Medical Specialists Staff Office	50	-	5,466	50	-	5,466	50	-	6,601	-	-	1,135
Total	**145**	**-**	**57,984**	**145**	**-**	**57,984**	**150**	**-**	**78,451**	**5**	**-**	**20,467**

MEDICAL SERVICES

Funds by Object Class

($ in thousands)

Bureau of Medical Services (MED)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	17,536	17,536	19,171	1,635
1200 Personnel Benefits	1,191	1,191	1,658	467
2100 Travel & Trans of Persons	700	700	1,300	600
2500 Other Services	38,412	38,412	56,122	17,710
2600 Supplies and Materials	145	145	200	55
Total	**57,984**	**57,984**	**78,451**	**20,467**

BUREAU OF NEAR EASTERN AFFAIRS

Resource Summary

($ in thousands)

Bureau of Near Eastern Affairs (NEA)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Near Eastern Affairs	375,002	358,298	403,257	28,255
Positions	984	984	984	-

[1] *Due to net transfers, the FY 2023 Actual is $16.7 million higher than the FY 2023 Adjusted Enacted level of $358.3 million.*

WHO WE ARE & WHY IT MATTERS

The Middle East and North Africa (MENA) region, with over 500 million inhabitants, is strategically important for the United States due to its vital role in facilitating global shipping, harnessing rich natural resources, and serving as a sphere of strategic competition with Russia and the People's Republic of China (PRC). The Bureau of Near Eastern Affairs (NEA) plays a crucial role in promoting U.S. interests in the region. NEA efforts are undertaken through 23 embassies and consulates in 18 countries and support for four overseas units. These units manage special operations for the Libya External Office in Tunis, the Yemen Affairs Unit in Riyadh, and platforms in Istanbul, Turkey, and Amman, Jordan.

The Israel-Hamas conflict, a key focus within the broader MENA region, continues to present a complex challenge for the Bureau. This longstanding conflict between Israel and the Palestinians involves deep-rooted territorial and political disputes, with these dissentions often resulting in conflict and humanitarian crises. In addressing these exigencies, the United States plays a crucial role in promoting peace initiatives and supporting Israel's security. These actions are undertaken within the wider context of addressing broad humanitarian and regional issues, such as terrorism, political instability, and human rights concerns.

Department efforts are part of a larger strategy to ensure stability and prosperity in the region, aligning with the U.S.'s national security and foreign policy objectives. NEA's initiatives work to combat terrorism; support Israel's security; promote peace between Israel and its neighbors; and advance regional integration initiatives, such as the Abraham Accords and Negev Forum. U.S. efforts in Iraq and Syria focus on advancing stabilization, political solutions, and humanitarian relief. In Yemen, the Bureau's focus is on aid and development with the aim of helping displaced populations.

Other challenges addressed in NEA's strategic planning and program execution include:

- regional conflicts;
- weak governance;
- youth and women's disenfranchisement;
- climate issues, including water scarcity; and
- the effects of recent events, such as the COVID-19 pandemic and the 2023 Turkey-Syria earthquake.

The United States' efforts in the area are shifting toward addressing global challenges and strategic competition, aiming for long-term stability and prosperity through regional integration and conflict resolution. Activities focus on deterring Iran and Russia, combating terrorism, and addressing humanitarian crises. U.S. engagement

emphasizes economic and political reform, job creation, and addressing human rights concerns, all which are crucial for maintaining both regional stability and prosperous U.S. commercial ties.

The Bureau is also continuing its work to promote democratic reform, the rule of law, and civil society, with a focus on resilience, inclusiveness, and citizen participation. NEA prioritizes diversity, equity, inclusion, and accessibility, supporting marginalized communities and addressing the needs of refugees and displaced persons.

The U.S. diplomatic presence in the region is integral to national security and foreign policy objectives. The Department recognizes the imperatives of maintaining safe missions and addressing security threats while executing its mission of promoting regional stability through increased diplomatic and development activity. The essential associated resource and personnel considerations have been considered by the Department, including its work in support of U.S. aims to reestablish a presence in Libya.

U.S. leadership in the MENA region aims to advance stability, security, and prosperity, thereby helping to create a better future for those in the United States, MENA, and the rest of the world. In doing so, NEA actions also help to counter state disinformation and malign influence which imperil that goal.

BUREAU STRATEGIC GOALS

1. Modernize and revitalize U.S. alliances, partnerships, and multilateral cooperation to prevent, deter, and resolve conflicts; counter terrorism; and address regional security and stabilization challenges.
2. Advance freedom, security, and prosperity for Israelis, Palestinians, and their neighbors.
3. Strengthen inclusive economic growth that achieves stable and prosperous societies while creating new markets for U.S. exports.
4. Advance accountable and responsive governance through strengthening democratic principles and fundamental freedoms.
5. Accelerate equitable and ambitious cross-sectoral actions to address the climate crisis in line with 2050 net-zero emissions targets.
6. Strengthen the Department of State and USAID's ability to recruit, hire, develop, promote, and retain diverse talent and remove barriers to equal opportunity for historically underserved communities.
7. Ensure that the Department of State can support management services beyond each individual post's platforms through a regional center in Amman.

To view more of the bureau strategy, please visit https://www.state.gov/joint-regional-strategies/

JUSTIFICATION OF REQUEST

The FY 2025 Request is $403.3 million, an increase of $28.3 million from FY 2023 Actual and $45.0 million above the FY 2023 Adjusted Enacted level.

The increase includes a net $17.5 million in base and current services adjustments, including:

- $21.8 million in current service increases, of which:
  - $12.2 million is for the 2024 and 2025 American Pay raises and the annualization of the 2023 pay raise;
  - $8.2 million for Locally Employed (LE) staff wage increases; and

- $1.4 million for Real Property Working Capital Fund (WCF) adjustments.

- -$16.7 million to non-recur one-time funding from the Buying Power Maintenance Account provided in FY 2023; and

- $12.4 million to normalize regional responses to the Israel-Hamas conflict.

LE staff are the vital core of the Department's international operations, providing both stability and continuity. Their crucial role in forging local connections greatly aids State efforts to realize its extensive objectives and implement U.S. foreign policy effectively. In recent years, inflation has had a more severe impact on countries in the NEA region compared to the United States, leading to a significant decline in the purchasing power of LE staff salaries. This has adversely affected LE staff and has resulted in financial difficulties for many.

As local businesses raise wages to match inflationary trends, it is imperative for NEA to adjust salaries accordingly. By doing so, State will ensure it remains a competitive employer in each local market and prevent the loss of its invaluable staff to other organizations. The request of $8.2 million for LE staff wages will provide necessary resources to offer competitive living wages and sustain the LE workforce.

The FY 2025 Request also includes a $10.8 million increase, with adjustment broken out among the following activities:

- $11.2 million for operational support for the Libya External Office (LEO) and the potential establishment of the Department Travel Support Operations Facility (DTSOF) in Libya;

- $1.5 million to continue air support trips into Libya from Malta;

- A $5.0 million decrease for a net-neutral realignment of non-residential utilities costs to the Bureau of Overseas Buildings Operations (OBO) for non-residential utilities at NEA posts; and,

- A $3.1 million increase to sustain and modernize technology for IT services and products received through the Working Capital Fund (WCF). This addition is required to address increased user population, operations, and maintenance costs.

Detailed Resource Summary

Bureau of Near Eastern Affairs (NEA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	219	112	653	260	1,244	219,384	155,618	375,002
FY 2024 Estimate	219	112	653	260	1,244	202,680	155,618	358,298
FY 2025 Adjusted Base	219	112	653	260	1,244	215,059	155,618	370,677
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	589	5,581	6,170
2024 LE Staff Wage Increase	-	-	-	-	-	2,969	-	2,969
2024 Overseas Price Inflation	-	-	-	-	-	1,404	-	1,404

BUREAU OF NEAR EASTERN AFFAIRS

Bureau of Near Eastern Affairs (NEA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
2025 American Pay Raise	-	-	-	-	-	380	2,371	2,751
2025 LE Staff Wage Increase	-	-	-	-	-	5,273	-	5,273
2025 Overseas Price Inflation	-	-	-	-	-	1,812	-	1,812
Absorption FY 2024 & FY 2025 Overseas Price Inflation	-	-	-	-	-	(3,216)	-	(3,216)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	1,375	1,375
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1,860	1,860
Real Property WCF	-	-	-	-	-	1,358	-	1,358
Total Built-in Changes	-	-	-	-	-	10,569	11,187	21,756
FY 2025 Current Services	219	112	653	260	1,244	225,628	166,805	392,433
FY 2025 Program Changes								
IT WCF Increase	-	-	-	-	-	3,161	-	3,161
Malta Flights	-	-	-	-	-	1,500	-	1,500
Utilities Base Transfer to OBO	-	-	-	-	-	(5,037)	-	(5,037)
Establishing Libya DTSOF	-	-	-	-	-	11,200	-	11,200
Total Program Changes	-	-	-	-	-	10,824	-	10,824
FY 2025 Request	219	112	653	260	1,244	236,452	166,805	403,257

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Near Eastern Affairs (NEA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Arabian Peninsula	7	-	2,599	7	-	2,433	7	-	2,717	-	-	118
Office of Levant Affairs	24	-	3,517	24	-	3,346	24	-	3,699	-	-	182
Office of Executive Director	67	-	20,339	67	-	19,996	67	-	22,627	-	-	2,288
Office of Iranian Affairs	18	-	3,119	18	-	2,966	18	-	3,280	-	-	161
Office of Iraq Affairs	39	-	4,304	39	-	4,304	39	-	4,612	-	-	308
Office of Israel and Palestinian Affairs	23	-	3,202	23	-	3,044	23	-	3,367	-	-	165
Office of North African Affairs	23	-	3,530	23	-	3,357	23	-	3,712	-	-	182
Office of Partnership Initiative	40	-	6,628	40	-	6,307	40	-	6,972	-	-	344
Office of Press and Public Diplomacy	32	-	4,942	32	-	4,707	32	-	5,200	-	-	258

BUREAU OF NEAR EASTERN AFFAIRS

Bureau of Near Eastern Affairs (NEA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Regional Affairs	25	-	3,505	25	-	3,335	25	-	3,687	-	-	182
Office of the Assistant Secretary	33	-	5,948	33	-	5,665	33	-	6,259	-	-	311
Total	**331**	**-**	**61,633**	**331**	**-**	**59,460**	**331**	**-**	**66,132**	**-**	**-**	**4,499**

Staff and Funds by Post

($ in thousands)

Bureau of Near Eastern Affairs (NEA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Algeria, Algiers	17	6	6,372	17	6	6,006	17	6	6,679	-	-	307
Bahrain, Manama	17	11	7,438	17	11	7,001	17	11	7,792	-	-	354
Egypt, Cairo	58	41	18,626	58	41	17,634	58	41	19,555	-	-	929
Iraq, Baghdad	123	-	78,224	123	-	70,473	123	-	80,644	-	-	2,420
Israel, Jerusalem	33	14	15,636	33	14	14,423	33	14	16,259	-	-	623
Israel, Tel Aviv	46	33	19,727	46	33	18,298	46	33	20,555	-	-	828
Jordan, Amman	43	19	20,808	43	19	19,270	43	19	21,668	-	-	860
Kuwait, Kuwait	27	10	12,592	27	10	11,707	27	10	13,132	-	-	540
Lebanon, Beirut	25	16	10,735	25	16	10,008	25	16	11,206	-	-	471
Libya, Tripoli	17	-	16,163	17	-	24,180	17	-	27,870	-	-	11,707
Morocco, Rabat	33	18	14,878	33	18	13,971	33	18	15,573	-	-	695
Oman, Muscat	20	5	7,578	20	5	7,076	20	5	7,916	-	-	338
Qatar, Doha	19	4	9,081	19	4	8,434	19	4	9,466	-	-	385
Saudi Arabia, Riyadh	61	30	31,234	61	30	28,704	61	30	32,434	-	-	1,200
Syria, Damascus	22	16	4,690	22	16	4,658	22	16	5,014	-	-	324
Tunisia, Tunis	24	15	8,593	24	15	8,143	24	15	9,025	-	-	432
United Arab Emirates, Abu Dhabi	45	15	24,544	45	15	22,498	45	15	25,463	-	-	919
Yemen, Sanaa	23	7	6,450	23	7	6,354	23	7	6,874	-	-	424
Total	**653**	**260**	**313,369**	**653**	**260**	**298,838**	**653**	**260**	**337,125**	**-**	**-**	**23,756**

BUREAU OF NEAR EASTERN AFFAIRS

Funds by Object Class

($ in thousands)

Bureau of Near Eastern Affairs (NEA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	199,925	194,295	214,734	14,809
1200 Personnel Benefits	55,173	53,228	59,290	4,117
1300 Benefits Former Personnel	93	86	100	7
2100 Travel & Trans of Persons	9,578	8,849	10,323	745
2200 Transportation of Things	3,192	2,949	3,440	248
2300 Rents, Comm & Utilities	14,368	13,274	15,486	1,118
2400 Printing & Reproduction	239	221	258	19
2500 Other Services	66,678	61,601	71,866	5,188
2600 Supplies and Materials	4,789	4,425	5,162	373
3100 Personal Property	19,372	17,897	20,879	1,507
4100 Grants, Subsidies & Contributions	1,595	1,473	1,719	124
Total	**375,002**	**358,298**	**403,257**	**28,255**

POST ASSIGNMENT TRAVEL

Resource Summary

($ in thousands)

Post Assignment Travel (PAT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Post Assignment Travel	98,709	98,709	120,064	21,355

WHO WE ARE & WHY IT MATTERS

Accomplishing United States' strategic goals and objectives hinges on getting the right people to the right place at the right time. Adding a level of complexity to meeting this need, State Department tours of duty generally range from one to four years at overseas posts, depending on hardship conditions. To successfully address these intertwined considerations, Post Assignment Travel (PAT) serves an essential role in staffing overseas and domestic missions with capable and trained personnel while most effectively managing the Department's global human resources.

PAT supports the State Department's worldwide permanent change of station (PCS) travel expenses for employees and eligible family members, including: airfares; the shipment of household effects and privately-owned vehicles; the placement of household effects into storage and the continued storage of those effects; and, the per diem costs associated with extended training at the Foreign Service Institute (FSI) in preparation for onward assignments.

JUSTIFICATION OF REQUEST

The FY 2025 Request includes an increase of $21.4 million over the FY 2023 Actual level. Funding will support PCS travel requirements for Department personnel, ensuring timely deployment of employees, families, and personal effects. The component elements of this increase include: $8.3 million for shipping costs; $8 million for transfer costs and allowances; and $5.1 million in PCS travel. Additional details associated with these elements are broken down below.

Global averages for shipping Diplomatic Programs (DP) account-funded PCS orders have seen sustained increases from pre-pandemic levels. The average amount spent on shipping per travel order increased from $16,017 in 2019 to $21,700 in 2023. In the past year, shipping costs for travel orders have increased by an average of $2,050 per travel order, with the shipment of effects making up 55-60 percent of a permanent change of station travel order. Reflective of these substantial increases against last year's level of 4,000 DP-funded travel orders, the FY 2025 Request includes an increase of $8.3 million to keep pace with current global shipping rates.

In April 2023, the Department, in coordination with other agencies that employ civilians abroad, made enhancements to certain transfer allowances, including: an expansion of the pet shipment allowance; an increase for the wardrobe expense; and a replacement of personal technology for those transferring from abroad. Reflecting these changes, the FY 2025 Request contains an increase of $8.0 million.

The FY 2025 Request covers estimated PCS trips for Department personnel funded from the Diplomatic Programs (DP) account, including an increase of $5.1 million to account for increased Foreign Service levels over 2023-2025, resulting in increased PCS trips.

POST ASSIGNMENT TRAVEL

This allocation does not cover Consular and Border Security Programs (CBSP)-funded personnel or Worldwide Security Protection (WSP)-funded personnel, as costs for these staff are paid from the CBSP account and the WSP allocation, respectively. With the exception of PCS travel of WSP-funded personnel, the FY 2025 Request for PAT will fund all allowable appointment, transfer, home leave, and separation travel for Foreign Service and Civil Service personnel funded by the Diplomatic Programs account.

Detailed Resource Summary

Post Assignment Travel (PAT)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	98,709	-	98,709
FY 2024 Estimate	-	-	-	-	-	98,709	-	98,709
FY 2025 Built-in Changes								
2024 Overseas Price Inflation	-	-	-	-	-	1,760	-	1,760
2025 Overseas Price Inflation	-	-	-	-	-	2,407	-	2,407
Absorption FY 2024 & FY 2025 Overseas Price Inflation	-	-	-	-	-	(4,167)	-	(4,167)
Total Built-in Changes	-	-	-	-	-	-	-	-
FY 2025 Current Services	-	-	-	-	-	98,709	-	98,709
FY 2025 Program Changes								
Increase for Post Assignment Travel	-	-	-	-	-	21,355	-	21,355
Total Program Changes	-	-	-	-	-	21,355	-	21,355
FY 2025 Request	-	-	-	-	-	120,064	-	120,064

Staff and Funds by Domestic Organization Units

($ in thousands)

Post Assignment Travel (PAT)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Post Assignment Travel	-	-	98,709	-	-	98,709	-	-	120,064	-	-	21,355
Total	**-**	**-**	**98,709**	**-**	**-**	**98,709**	**-**	**-**	**120,064**	**-**	**-**	**21,355**

POST ASSIGNMENT TRAVEL

Funds by Object Class

($ in thousands)

Post Assignment Travel (PAT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1200 Personnel Benefits	8,923	8,923	10,853	1,930
2100 Travel & Trans of Persons	18,390	18,390	22,368	3,978
2200 Transportation of Things	47,430	47,430	57,693	10,263
2300 Rents, Comm & Utilities	16,119	16,119	19,606	3,487
2500 Other Services	7,847	7,847	9,544	1,697
Total	**98,709**	**98,709**	**120,064**	**21,355**

BUREAU OF SOUTH AND CENTRAL ASIAN AFFAIRS

Resource Summary

($ in thousands)

Bureau of South and Central Asian Affairs (SCA)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
South and Central Asian Affairs	178,747	164,631	188,690	9,943
Positions	567	567	567	-

[1] *Due to net transfers, the FY 2023 Actual is $14.1 million higher than the FY 2023 Adjusted Enacted level of $164.6 million.*

WHO WE ARE & WHY IT MATTERS

The Bureau of South and Central Asian Affairs (SCA) is responsible for advancing U.S. interests in one of the most varied and dynamic regions in the world. Crucial to U.S. national security, SCA's work encompasses 13 countries which contain one-quarter of the global population. The Bureau's efforts in the region focus on key priorities, which include promoting a free and open Indo-Pacific, combatting climate change, advancing supply chain diversification, and facilitating regional stability.

To achieve the United States' strategic political and economic goals in the region, the Department must continuously adapt to a challenging, continually evolving operating environment. With issues ranging from water supply in the area surrounding the Aral Sea to civil nuclear competition in South Asia, SCA strives to promote progress using a well calibrated combination of traditional and creative methods. This approach is most readily demonstrated in Afghanistan, where the United States, regardless of the significant challenges stemming from the Taliban takeover, is committed to helping its Afghan allies via Enduring Welcome while acting as major humanitarian donor through the Department's Afghanistan Affairs Unit (AAU) in Embassy Doha.

The United States continues to deepen its partnerships with South Asia. In India, Bangladesh, Nepal, Sri Lanka, and Maldives, Bureau activities promote the rule of law, national sovereignty, and economic resilience against challenges varying from the malign influence of the People's Republic of China (PRC) to the impacts of climate change. Reflective of these efforts, the Bureau's diplomatic engagement with Pakistan stands out as a significant example of the Department's work on regional security and climate-focused partnerships.

In Central Asia, the Bureau works with local partners to define and execute a shared vision for cooperation in addressing the region's complex challenges and emerging threats. Distinct areas of attention include the advancement of enhanced security, improved economic resilience, sustainable development, climate change mitigation, and durable peace and security.

SCA's diplomatic initiatives, such as its public diplomacy programs and support for regional institutions, aim to fortify U.S. alliances, combat misinformation, and foster educational and economic opportunities. Reflecting the Administration's priorities, particular emphasis is paid by the Bureau in promoting Science Technology, Engineering, and Math (STEM) programming.

BUREAU STRATEGIC GOALS

1. Address global challenges through regional cooperation.

2. Strengthen transparent, accountable democratic governance and values.
3. Support inclusive and equitable economic growth and an equitable, clean, resilient energy future.
4. Enhance regional stability and security.
5. Advance India's development as a global leader.
6. Align personnel and manage resources to implement strategic priorities and to ensure effectiveness and accountability.

To view more of the bureau strategy, please visit https://www.state.gov/joint-regional-strategies/

JUSTIFICATION OF REQUEST

The FY 2025 Request is $188.7 million, an increase of $9.9 million above the FY 2023 Actual level and $24.1 million above the FY 2023 Adjusted Enacted level. The following components are addressed in this revised level:

- $4 million net increase in current services, including +$18.1 million in increases comprised of: $1.2 million for a realignment for the Real Property Working Capital Fund (WCF) from the Bureau of Administration (A); $7.9 million for the American Pay Raise and annualization of the FY 2023 pay increase; $9.0 million for Locally Employed (LE) staff wage increases. These increases are partially offset by a $14.1 million decrease due to a non-recurral of an FY 2023 transfer from the Buying Power Maintenance Account.
- $7 million to normalize funding for operational support of the Afghanistan Affairs Unit (AAU), which had previously been funded from supplemental appropriations and is distinct from SCA's direct operational expenses for Enduring Welcome;
- -$5.7 million due to the plan to fund non-residential utility expenses for SCA posts from the Embassy Security, Construction, and Maintenance (ESCM) account instead;
- $2.5 million to sustain and modernize technology for information technology (IT) services and products received through the Working Capital Fund (WCF); and,
- $2.1 million for the planned U.S. Embassy in Maldives, covering the operating costs for the planned interim embassy facility.

The Department's LE staff are the backbone of its overseas operations, providing the essential local knowledge, continuity of operations, and institutional memory required for long-term success. LE staff play a pivotal role in developing relationships with local contacts that assist the Department in implementing its ambitious agenda and executing U.S. foreign policy. Over recent years, inflation has impacted countries around the world much harder than it has the United States. Inflation has eroded overseas salaries, directly impacting the LE workforce's purchasing power and creating financial hardship. As local employers increase wages to keep pace with inflation, SCA must do the same to remain competitive within the local job market and to avoid losing critical staff to other organizations.

BUREAU OF SOUTH AND CENTRAL ASIAN AFFAIRS

Detailed Resource Summary

Bureau of South and Central Asian Affairs (SCA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	74	49	444	2,093	2,660	88,609	90,138	178,747
FY 2024 Estimate	74	49	444	2,093	2,660	74,493	90,138	164,631
FY 2025 Adjusted Base	74	49	444	2,093	2,660	74,493	90,138	164,631
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	540	3,622	4,162
2024 LE Staff Wage Increase	-	-	-	-	-	5,383	-	5,383
2024 Overseas Price Inflation	-	-	-	-	-	638	-	638
2025 American Pay Raise	-	-	-	-	-	140	1,483	1,623
2025 LE Staff Wage Increase	-	-	-	-	-	3,692	-	3,692
2025 Overseas Price Inflation	-	-	-	-	-	476	-	476
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(1,114)	-	(1,114)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	865	865
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1,207	1,207
Real Property WCF	-	-	-	-	-	1,212	-	1,212
Total Built-in Changes	-	-	-	-	-	10,967	7,177	18,144
FY 2025 Current Services	74	49	444	2,093	2,660	85,460	97,315	182,775
FY 2025 Program Changes								
IT WCF Increase	-	-	-	-	-	2,550	-	2,550
Utilities Base Transfer to OBO	-	-	-	-	-	(5,735)	-	(5,735)
Afghanistan Affairs Unit	-	-	-	-	-	7,000	-	7,000
Planned Embassy in Maldives	-	-	-	-	-	2,100	-	2,100
Total Program Changes	-	-	-	-	-	5,915	-	5,915
FY 2025 Request	74	49	444	2,093	2,660	91,375	97,315	188,690

BUREAU OF SOUTH AND CENTRAL ASIAN AFFAIRS

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of South and Central Asian Affairs (SCA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Afghanistan Affairs	22	-	-	22	-	-	22	-	-	-	-	-
Office of Assistant Secretary	4	-	-	4	-	-	4	-	-	-	-	-
Office of Central Asian Affairs	5	-	1,816	5	-	1,675	5	-	1,794	-	-	(22)
Office of Executive Director	4	-	5,979	5	-	5,273	5	-	5,623	1	-	(356)
Office of India Affairs	20	-	-	20	-	-	20	-	-	-	-	-
Office of Nepal, Sri Lanka, Bangladesh, Bhutan, and Maldives Affairs	16	-	2,125	16	-	1,984	16	-	2,128	-	-	3
Office of Pakistan Affairs	17	-	2,745	17	-	2,604	17	-	2,797	-	-	52
Office of Press and Public Diplomacy	19	-	-	19	-	-	19	-	-	-	-	-
Office of Public Diplomacy	-	-	3,010	-	-	2,726	-	-	2,916	-	-	(94)
Office of Regional Affairs	6	-	2,125	6	-	1,984	6	-	2,130	-	-	5
Office of the Assistant Secretary	10	-	3,003	9	-	2,722	9	-	2,911	(1)	-	(92)
Office of the Executive Director	-	-	2,362	-	-	2,362	-	-	5,100	-	-	2,738
Total	**123**	**-**	**23,165**	**123**	**-**	**21,330**	**123**	**-**	**25,399**	**-**	**-**	**2,234**

Staff and Funds by Post

($ in thousands)

Bureau of South and Central Asian Affairs (SCA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Afghanistan, Kabul	64	658	26,688	64	658	25,715	64	658	35,375	-	-	8,687
Bangladesh, Dhaka	25	25	7,443	25	25	6,879	25	25	7,370	-	-	(73)
India, Chennai (CG)	10	38	5,875	10	38	5,169	10	38	5,510	-	-	(365)
India, Hyderabad	6	-	2,640	6	-	2,357	6	-	2,517	-	-	(123)
India, Kolkata (CG)	6	31	3,669	6	31	3,246	6	31	3,461	-	-	(208)
India, Mumbai (CG)	14	50	5,566	14	50	5,002	14	50	5,344	-	-	(222)
India, New Delhi	69	79	51,397	69	79	44,887	69	79	47,814	-	-	(3,583)
Kazakhstan, Almaty	8	5	2,187	8	5	2,046	8	5	2,194	-	-	7
Kazakhstan, Astana	21	4	5,095	21	4	4,812	21	4	5,167	-	-	72

BUREAU OF SOUTH AND CENTRAL ASIAN AFFAIRS

Bureau of South and Central Asian Affairs (SCA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Kyrgyzstan, Bishkek	21	8	4,209	21	8	4,068	21	8	4,377	-	-	168
Nepal, Kathmandu	18	16	5,545	18	16	5,122	18	16	5,487	-	-	(58)
Pakistan, Islamabad	70	1,080	10,686	70	1,080	10,686	70	1,080	11,537	-	-	851
Pakistan, Karachi (CG)	16	19	2,310	16	19	2,310	16	19	2,494	-	-	184
Pakistan, Lahore (CG)	9	20	1,300	9	20	1,300	9	20	1,403	-	-	103
Pakistan, Peshawar (CN)	9	25	1,300	9	25	1,300	9	25	1,403	-	-	103
Sri Lanka, Colombo	25	20	6,124	25	20	5,701	25	20	8,212	-	-	2,088
Tajikistan, Dushanbe	19	5	4,805	19	5	4,522	19	5	4,854	-	-	49
Turkmenistan, Ashgabat	15	4	3,053	15	4	2,912	15	4	3,129	-	-	76
Uzbekistan, Tashkent	19	6	5,690	19	6	5,267	19	6	5,643	-	-	(47)
Total	**444**	**2,093**	**155,582**	**444**	**2,093**	**143,301**	**444**	**2,093**	**163,291**	**-**	**-**	**7,709**

Funds by Object Class

($ in thousands)

Bureau of South and Central Asian Affairs (SCA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	117,635	108,373	124,187	6,552
1200 Personnel Benefits	39,910	38,434	42,639	2,729
2100 Travel & Trans of Persons	2,180	1,833	2,248	68
2200 Transportation of Things	1,454	1,222	1,499	45
2300 Rents, Comm & Utilities	2,885	2,426	2,975	90
2500 Other Services	5,405	4,544	5,574	169
2600 Supplies and Materials	5,485	4,610	5,656	171
3100 Personal Property	3,065	2,577	3,161	96
4100 Grants, Subsidies & Contributions	728	612	751	23
Total	**178,747**	**164,631**	**188,690**	**9,943**

BUREAU OF WESTERN HEMISPHERE AFFAIRS

Resource Summary

($ in thousands)

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual[1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Western Hemisphere Affairs	343,385	317,485	340,086	(3,299)
Positions	1,022	1,022	1,024	2

[1] *Due to net transfers, the FY 2023 Actual is $25.9 million higher than the FY 2023 Adjusted Enacted level of $317.5 million.*

WHO WE ARE & WHY IT MATTERS

The Bureau of Western Hemisphere Affairs (WHA) is comprised of 52 embassies and consulates within Canada, Mexico, the Caribbean, and Central and South America. Working with like-minded countries, civil society, and diverse local and international partners, the Bureau aligns its diplomatic engagement to foster a more democratic, inclusive, secure, prosperous, and climate-resilient region. In the Organization of American States and through the Summit of the Americas, WHA works to build multilateral support for a democratic hemisphere and advance U.S. interests.

WHA works to promote a shared democratic vision, expand economic opportunity, build climate-resilient societies, fight corruption and criminal impunity, and counter extra-regional threats and disinformation from those who may seek to undermine civilian security and strong, inclusive democracies.

Across the Americas, challenges facing the population include: weak democratic institutions; persecution; limited socio-economic opportunities; and the adverse effects of climate change. The resulting insecurity and instability lead migrants and refugees to search for safety and better opportunities outside their home countries. WHA partners with diverse stakeholders to foster strong democracies in the Western Hemisphere that observe the rule of law, protect the rights of their citizenry, provide economic opportunities, and equitably deliver public services.

WHA takes a comprehensive approach to hemispheric irregular migration management by prioritizing actions aimed at: eliminating its root causes; expanding access to international protection; strengthening lawful migration pathways; supporting regularization and socio-economic integration of migrants and refugees; and promoting national border security. The Department supports the "U.S. Strategy for Addressing the Root Causes of Migration in Central America and the Collaborative Migration Management Strategy," through both direct programming and engagement with local partners in order to achieve sustainable solutions.

Surges in irregular migration from multiple countries in Latin America and the Caribbean (LAC) continue to strain resources at the United States' southern border and throughout the region. Over the last decade, nearly six times the number of LAC migrants were displaced within the region compared to the level displaced to the United States.

In June 2022, the United States joined 20 other partner countries to endorse the Los Angeles Declaration on Migration and Protection. Recognizing that irregular migration necessitates collective action, the Los Angeles Declaration is built on a common understanding of regional migration challenges and shared responsibility. Centered on the most scalable and cost-effective programming, the framework includes efforts to integrate migrants within host communities in Latin America as a way of reducing onward migration. Operating under this

framework, the Administration continues to promote safe, orderly, and humane migration management across the hemisphere.

The Bureau continues to press partner governments to make essential political, social, and economic reforms in order to uphold the law for all and ensure their citizens have a better future. Illustrative of this work, the United States has joined international partners to help restore security in Haiti, promote good governance, and help rebuild democratic institutions in an inclusive, Haitian-led process that achieves broad consensus and generates legitimacy in the eyes of Haitians. The Department's efforts help: strengthen the capacities of Haitian democratic actors; foster greater public confidence in electoral processes; and bolster civilian security to maintain peace and stability.

WHA is acting to increase the United States' diplomatic engagement in the Eastern Caribbean. By doing so, the Department will: further advance diplomatic and people-to-people ties; enhance cooperation with host governments and local citizens; more effectively garner support for U.S. positions in multilateral fora; counter the increasingly assertive moves of malign actors; and combat illicit and predatory activities from other state and non-state actors. In addition, the expansion of U.S. diplomatic engagement will advance cooperation on security, climate finance, energy, and food security. It will also support the Caribbean's capacity to respond to climate-driven natural disasters, a critical consideration given the region is one of those hardest hit by rising sea levels and extreme weather events.

While the United States continues to be invested in addressing security, economic, and political developments in the region, it is also deeply committed to addressing issues concerning personal freedom and social justice. Department efforts work to:

- advance respect for diversity;
- protect the human rights of members of marginalized communities, including Afro-descendant, indigenous, and LGBTQI+ persons, persons with disabilities, women, and girls;
- strengthen democratic governance; and
- promote inclusive economic growth in the region.

In every country in the region, marginalized groups confront barriers preventing them from participating in political, economic, and social life. Persecution of members of civil society, political opposition, environmental and human rights defenders, Indigenous leaders and other community leaders, anti-corruption activists, independent judicial actors, journalists, and other marginalized groups threatens lives and livelihoods, further contributing to the disenfranchisement of underserved populations. Throughout the hemisphere, WHA engages its partners on advancing: inclusive, citizen-centered democratic governance; racial and gender equity; and, respect for human rights, including addressing gender-based violence.

By supporting economic opportunities and promoting transparent, market-oriented business practices to create a fair playing field for U.S. and local businesses, WHA fosters investment and innovation while ensuring marginalized populations benefit from economic growth. The Bureau is deeply committed to creating good jobs for U.S. citizens, deepening economic ties between countries by building the world's most resilient and competitive supply chains, and attracting responsible investment that will fund the high-standard infrastructure required for the jobs of tomorrow.

Unfortunately, anti-democratic governments and strategic adversaries continue to seek greater influence in the region. A lack of transparency and the proliferation of disinformation and propaganda from authoritarian regimes, including the People's Republic of China (PRC) and Russia, threaten to undermine democratic institutions and regional security. The Department works to counter these risks by ensuring inclusivity in outreach efforts, challenging disinformation, fostering media literacy, and promoting democracy.

Deforestation, biodiversity loss, and impacts from climate change continue in the region, all of which are further compounded by:

- the expansion of agricultural and livestock production;
- illegal, unreported, and unregulated fishing, logging, and mining;
- income loss; and
- investment from malign actors that prioritize profitability at the expense of environmental sustainability.

Exacerbating these problems, climate change impacts countries in the region with increased landslides, hurricane damage, flooding, drought, and other challenges. WHA engages with its partners to increase the effectiveness of governments and other stakeholders in: defining and meeting strong climate and conservation targets; accelerating the clean energy transition; encouraging stakeholders to protect forests and other natural resources; and, building the institutional and governance capacity needed at the national and sub-national level to manage resources sustainably.

WHA continues to strengthen North America's position as the world's most competitive, dynamic, and innovative economic platform. The United States' economic and commercial relationships with Mexico and Canada – its two top trading partners – are vital for promoting a foreign policy that benefits the U.S. middle class. The Department works with the country's North American neighbors to promote and incentivize trade and investment, as well as secure critical industries and supply chains. In addition, WHA undertakes efforts with Canada and Mexico to: jointly address climate challenges, along with transborder air and water concerns; coordinate emergency management responses; and, modernize the infrastructure on shared borders.

WHA pursues modernization in support of the Department's commitment to become a stronger, more effective, more agile, and more diverse institution. WHA works to strengthen cybersecurity within the bureau and increase awareness among the Department's partners with the aim of enhancing collective resistance to the illicit and predatory cyber activities of state and non-state actors. The continued expansion of WHA programs and interagency initiatives in the region require safe, secure, and properly equipped diplomatic platforms.

To provide protected facilities that can accommodate all U.S. government agencies present at a post, WHA is undertaking an expansion of New Embassy Compound (NEC) and New Embassy Consulate (NCC) construction. Commensurate with these actions, WHA is moving to optimize staffing with qualified personnel to operate, maintain, and oversee its operations.

BUREAU STRATEGIC GOALS

1. A Democratic Hemisphere.
2. An Inclusive Hemisphere.
3. A Secure Hemisphere.
4. A Prosperous Hemisphere.
5. A Climate-Resilient Hemisphere.
6. A Hemisphere Receptive to U.S. Leadership and Values.
7. Equip a diverse, inclusive, and dynamic workforce with modern and secure tools and infrastructure to support resilience and ingenuity in operations.

To view more of the bureau strategy, please visit https://www.state.gov/joint-regional-strategies/.

JUSTIFICATION OF REQUEST

Utilizing FY 2025 resources, WHA will advance progress toward bringing a multinational security support mission to assist the Haitian National Police in restoring security and stability. The Department will also work to counter malign influences in the region; mitigate and adapt to climate change; and, support Department modernization efforts, including through the recruitment and retention of a workforce that represents the diversity of the United States.

The United States' strategy for the Western Hemisphere leverages both Diplomatic Engagement (DE) and foreign assistance resources in support of the Bureau's highest priorities. These priorities include addressing the root causes of irregular migration, defending democracy and the human rights of all persons, and expanding economic opportunities, as well as reinvigorating and strengthening alliances throughout the region.

The FY 2025 DP Request is $340 million, a decrease of $3.3 million below the FY 2023 Actual and $22.6 million above the Adjusted Enacted level of $317.5 million. The Request includes $23.8 million in Current Services adjustments and additional resources for several key initiatives addressing hemispheric migration, combating climate change, and creating safe and secure workplaces.

The Request includes $1.1 million to support efforts addressing hemispheric migration throughout the region. The funding will provide additional resources to: strengthen interagency and regional coordination; address the root causes of irregular migration; respond to urgent developments and the flux of migration flows; and expand regional responsibility sharing for migration management.

In addition, the Request includes $1.5 million for two additional U.S. direct hire (USDH) positions and six additional Locally Employed (LE) staff to support expanded diplomatic engagement in the Eastern Caribbean.

FY 2025 dedicates $3 million to support the Department's mission and Haiti programming, including collaborative efforts to organize a multinational security support (MSS) mission in order to assist the Haitian National Police in restoring security and stability.

The FY 2025 Request also reflects a $6.8 million reduction due to the plan to fund non-residential utility expenses from the Embassy Security, Construction, and Maintenance account instead. The non-residential utility expenses that will be funded by ESCM will include: electricity; diesel fuel; water; sewer; Energy Savings Performance Contracts (ESPCs); propane; kerosene; and natural gas. The rationale behind consolidating the management and oversight of utility spending under ESCM is to:

- align design, investment and maintenance incentives for utility efficiency and climate action, as required by statute and executive orders;
- address long-standing challenges for improving utility tracking and performance;
- provide greater transparency to International Cooperative Administrative Support Services (ICASS) customers; and,
- enable the Department to comply with statutory requirements to report energy and water costs and consumption.

BUREAU OF WESTERN HEMISPHERE AFFAIRS

Detailed Resource Summary

Bureau of Western Hemisphere Affairs (WHA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	106	128	788	984	2,006	180,908	162,477	343,385
FY 2024 Estimate	106	128	788	984	2,006	155,008	162,477	317,485
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	1,709	6,126	7,835
2024 LE Staff Wage Increase	-	-	-	-	-	3,899	-	3,899
2024 Overseas Price Inflation	-	-	-	-	-	393	-	393
2025 American Pay Raise	-	-	-	-	-	157	2,537	2,694
2025 LE Staff Wage Increase	-	-	-	-	-	2,740	-	2,740
2025 Overseas Price Inflation	-	-	-	-	-	2,023	-	2,023
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(2,416)	-	(2,416)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	1,468	1,468
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	2,042	2,042
IT Working Capital Fund	-	-	-	-	-	997	-	997
Real Property WCF	-	-	-	-	-	2,149	-	2,149
Total Built-in Changes	-	-	-	-	-	11,651	12,173	23,824
FY 2025 Current Services	106	128	788	984	2,006	166,659	174,650	341,309
FY 2025 Program Changes								
Haiti Mission Support	-	-	-	-	-	3,000	-	3,000
Utilities Base Transfer to OBO	-	-	-	-	-	(6,786)	-	(6,786)
Migration	-	-	-	-	-	1,063	-	1,063
Eastern Caribbean Engagement Expansion	-	-	2	6	8	1,200	300	1,500
Total Program Changes	-	-	2	6	8	(1,523)	300	(1,223)
FY 2025 Request	106	128	790	990	2,014	165,136	174,950	340,086

BUREAU OF WESTERN HEMISPHERE AFFAIRS

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Andean Affairs	15	-	304	15	-	281	15	-	301	-	-	(3)
Office of Brazilian/Southern Cone Affairs	8	-	223	8	-	207	8	-	222	-	-	(1)
Office of Canadian Affairs	10	-	1,143	10	-	1,079	10	-	1,158	-	-	15
Office of Caribbean Affairs	7	-	315	7	-	295	7	-	316	-	-	1
Office of Central American and Panamanian Affairs	17	-	190	17	-	177	17	-	190	-	-	-
Office of Cuban Affairs	13	-	696	13	-	658	13	-	705	-	-	9
Office of Haitian Affairs	9	-	978	9	-	918	9	-	985	-	-	7
Office of Mexican Affairs	21	-	1,479	21	-	1,329	21	-	1,422	-	-	(57)
Office of Policy, Planning, Coordination and Press	15	-	2,140	15	-	2,016	15	-	2,361	-	-	221
Office of Regional Economic Policy and Summit Coordination	15	-	4,049	15	-	3,569	15	-	3,819	-	-	(230)
Office of the Assistant Secretary	23	-	1,166	23	-	1,086	23	-	1,166	-	-	-
Office of the Executive Director	66	-	33,095	66	-	30,708	66	-	32,922	-	-	(173)
Permanent Mission to the OAS	15	-	315	15	-	288	15	-	309	-	-	(6)
Western Hemisphere Affairs Executive Staff	-	-	-	-	-	-	-	-	997	-	-	997
Total	**234**	**-**	**46,093**	**234**	**-**	**42,611**	**234**	**-**	**46,873**	**-**	**-**	**780**

Staff and Funds by Post

($ in thousands)

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Argentina, Buenos Aires	31	27	10,169	31	27	9,402	31	27	9,865	-	-	(304)
Bahamas, Nassau	15	26	6,013	15	26	5,560	15	26	5,806	-	-	(207)
Barbados, Bridgetown	21	10	8,789	21	10	8,126	23	16	10,024	2	6	1,235
Belize, Belmopan	11	9	4,425	11	9	4,091	11	9	4,265	-	-	(160)
Bolivia, La Paz	21	19	10,424	21	19	9,638	21	19	10,114	-	-	(310)
Brazil, Belo Horizonte	1	1	99	1	1	91	1	1	101	-	-	2

BUREAU OF WESTERN HEMISPHERE AFFAIRS

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Brazil, Brasilia	44	22	16,592	44	22	15,341	44	22	16,086	-	-	(506)
Brazil, Porto Alegre	5	3	943	5	3	872	5	3	898	-	-	(45)
Brazil, Recife	5	9	1,274	5	9	1,178	5	9	1,220	-	-	(54)
Brazil, Rio de Janeiro	12	26	3,979	12	26	3,679	12	26	3,850	-	-	(129)
Brazil, Sao Paulo	15	25	4,866	15	25	4,499	15	25	4,712	-	-	(154)
Canada, Calgary	5	11	1,595	5	11	1,475	5	11	1,533	-	-	(62)
Canada, Halifax	1	9	1,070	1	9	989	1	9	1,022	-	-	(48)
Canada, Montreal	6	15	1,280	6	15	1,184	6	15	1,226	-	-	(54)
Canada, Ottawa	33	21	13,192	33	21	12,197	33	21	12,805	-	-	(387)
Canada, Quebec	2	10	1,753	2	10	1,620	2	10	1,685	-	-	(68)
Canada, Toronto	8	17	1,790	8	17	1,655	8	17	1,722	-	-	(68)
Canada, Vancouver	6	10	1,705	6	10	1,576	6	10	1,639	-	-	(66)
Canada, Winnipeg	1	2	600	1	2	555	1	2	565	-	-	(35)
Chile, Santiago	24	17	11,351	24	17	10,497	24	17	10,996	-	-	(355)
Colombia, Bogota	40	45	19,612	40	45	18,133	40	45	19,076	-	-	(536)
Costa Rica, San Jose	18	25	6,303	18	25	5,827	18	25	6,208	-	-	(95)
Cuba, Havana	14	-	5,905	14	-	5,460	14	-	5,853	-	-	(52)
Dom. Republic, Santo Domingo	21	36	7,380	21	36	6,824	21	36	7,135	-	-	(245)
Ecuador, Guayaquil	7	15	2,397	7	15	2,216	7	15	2,312	-	-	(85)
Ecuador, Quito	24	20	9,332	24	20	8,628	24	20	9,053	-	-	(279)
El Salvador, San Salvador	22	30	6,540	22	30	6,047	22	30	6,339	-	-	(201)
Grenada, St. Georges	1	1	809	1	1	748	1	1	769	-	-	(40)
Guatemala, Guatemala City	23	37	7,434	23	37	6,874	23	37	7,289	-	-	(145)
Guyana, Georgetown	11	17	3,599	11	17	3,328	11	17	3,481	-	-	(118)
Haiti, Port-au-Prince	26	37	6,873	26	37	6,355	26	37	9,663	-	-	2,790
Honduras, Tegucigalpa	25	40	6,467	25	40	5,979	25	40	6,468	-	-	1
Jamaica, Kingston	16	35	6,112	16	35	5,651	16	35	5,902	-	-	(210)
Mexico, Ciudad Juarez	8	13	1,072	8	13	991	8	13	1,024	-	-	(48)
Mexico, Guadalajara	5	23	1,164	5	23	1,077	5	23	1,113	-	-	(51)
Mexico, Hermosillo	4	15	1,335	4	15	1,235	4	15	1,280	-	-	(55)
Mexico, Matamoros	4	11	831	4	11	768	4	11	789	-	-	(42)
Mexico, Merida	3	14	858	3	14	793	3	14	815	-	-	(43)
Mexico, Mexico City	67	76	20,615	67	76	19,060	67	76	20,000	-	-	(615)

BUREAU OF WESTERN HEMISPHERE AFFAIRS

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Mexico, Monterrey	6	16	2,289	6	16	2,116	6	16	2,306	-	-	17
Mexico, Nogales	2	4	869	2	4	803	2	4	927	-	-	58
Mexico, Nuevo Laredo	3	13	978	3	13	904	3	13	1,033	-	-	55
Mexico, Tijuana	7	13	2,031	7	13	1,878	7	13	1,956	-	-	(75)
Netherlands Antilles, Curacao	4	4	3,308	4	4	3,058	4	4	3,197	-	-	(111)
Nicaragua, Managua	22	22	11,377	22	22	10,519	22	22	11,040	-	-	(337)
Panama, Panama City	26	41	13,591	26	41	12,566	26	41	13,192	-	-	(399)
Paraguay, Asuncion	18	13	5,894	18	13	5,450	18	13	5,711	-	-	(183)
Peru, Lima	31	30	10,130	31	30	9,366	31	30	9,828	-	-	(302)
Suriname, Paramaribo	9	6	5,412	9	6	5,004	9	6	5,243	-	-	(169)
Trinidad, Port-au-Spain	14	14	9,557	14	14	8,837	14	14	9,251	-	-	(306)
Uruguay, Montevideo	15	13	10,673	15	13	9,868	15	13	10,336	-	-	(337)
Venezuela, Caracas	25	16	4,636	25	16	4,286	25	16	4,490	-	-	(146)
Total	**788**	**984**	**297,292**	**788**	**984**	**274,874**	**790**	**990**	**293,213**	**2**	**6**	**(4,079)**

Funds by Object Class

($ in thousands)

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	131,183	128,844	138,527	7,344
1200 Personnel Benefits	73,638	72,497	77,826	4,188
1300 Benefits Former Personnel	103	144	154	51
2100 Travel & Trans of Persons	11,277	9,381	9,994	(1,283)
2200 Transportation of Things	1,468	988	1,052	(416)
2300 Rents, Comm & Utilities	12,123	11,174	11,905	(218)
2400 Printing & Reproduction	2,638	89	95	(2,543)
2500 Other Services	100,492	80,764	86,041	(14,451)
2600 Supplies and Materials	3,523	3,631	3,868	345
3100 Personal Property	5,594	8,677	9,244	3,650
4100 Grants, Subsidies & Contributions	1,346	1,296	1,380	34
Total	**343,385**	**317,485**	**340,086**	**(3,299)**

PUBLIC DIPLOMACY

Resource Summary

($ in thousands)

Public Diplomacy (PD)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Public Diplomacy	681,335	655,679	714,171	32,836
Additional Funding (non-add) [2]	*12,000*	-	-	*(12,000)*
Positions	1,186	1,186	1,187	1

[1] Due to net transfers, the FY 2023 Actual is $28.7 million higher than the FY 2023 Adjusted Enacted level of $652.7 million.
[2] Additional Funding line for FY 2023 Actual reflects $12,000,000 allocated to Public Diplomacy in CN 23-130, from the Additional Ukraine Supplemental Appropriations Act, 2023 (Div. M., PL 117-328).

WHO WE ARE & WHY IT MATTERS

In today's interconnected world, narratives and relationships between people are increasingly defining the geostrategic landscape. This evolution is making audience-driven, data-informed, and policy-centric Public Diplomacy (PD) more vital than ever. Public Diplomacy promotes U.S. foreign policy goals and advances national security interests by informing and building relationships with foreign publics.

State and non-state actors are increasingly misusing information to challenge the United States' influence and undermine the country's security and prosperity. As this global competition intensifies, Public Diplomacy is a critical tool to build a healthier information space and foster enduring relationships with governments, the private sector, and civil society.

The Under Secretary for Public Diplomacy (R) coordinates the U.S. Government's PD efforts, providing strategy and oversight for Department-led PD programs and driving innovative PD practices. The Under Secretary's role includes providing leadership for the Bureau of Educational and Cultural Affairs (ECA), Bureau of Global Public Affairs (GPA), Global Engagement Center (R/GEC), and Office of Policy, Planning, and Resources (R/PPR). In addition, R oversees the coordination of budget and programs executed by the regional bureaus' public diplomacy offices.

The modern information space is an increasingly contested area of global competition, where adversaries use information and public influence to further their agendas. The proliferation of foreign disinformation and propaganda presents a significant national security threat. Repressive governments are leveraging disinformation to suppress dissent, while some bad actors seek gains by sowing chaos and confusion within democratic societies. Two critical examples of use of false or misleading narratives with the aim of achieving strategic goals are Russia's use of disinformation in its war against Ukraine, along with the People's Republic of China's (PRC's) efforts to amplify Russian messaging while promoting its own strategic interests.

Bolstering a strong and healthy information space is crucial in safeguarding democracy, prosperity, and freedom. Public Diplomacy practitioners take a comprehensive approach to reduce the effects of foreign information manipulation. This approach includes directly countering foreign malign influence, strengthening strategic communications, building audience resilience, nurturing long-term relationships, and investing in young leaders.

The State Department utilizes its wide array of expertise to identify and counter disinformation campaigns while promoting the United States' strategic interests around the world. The Global Engagement Center tracks and

reports foreign disinformation and propaganda trends and is building a global network of government partners seeking U.S. expertise. The Bureau of Global Public Affairs' realignment of resources around strategic communication, audience analytics, and content creation delivers clear branding, and truthful, credible messaging. The Bureau of Educational and Cultural Affairs' programs and exchanges build open, resilient and healthier media environments by training journalists, improving digital and media literacy, and improving access to unbiased reporting.

To meet the national security imperative of strengthening longstanding alliances and growing relationships with emerging partner countries, PD practitioners in the field deploy a wide array of tools. By utilizing varied implementation vehicles, such as exchanges, information campaigns, reporting tours, and educational programs, the Department can most effectively engage with diverse audiences, ranging from government and business leaders to dynamic youth to marginalized communities.

Public Diplomacy messaging and tools advance every policy priority of the United States, including addressing irregular migration, harnessing emerging technology, and mobilizing the world to address the climate crisis. Across the Global South[15], English language learning not only serves as a gateway to improving economic outcomes for alumni of U.S. programs, but it is also an increasingly vital capacity-building tool to forge partnerships in business, economic, environmental, and military channels.

The United States' cultural diplomacy toolkit is increasingly valuable, with PD practitioners leveraging the power of music, culture, culinary heritage, sports, and the arts to engage audiences who are otherwise inaccessible or unreceptive. These endeavors are essential to facilitating dialogues, bridging borders, and creating opportunities that build the international relationships which are foundational to U.S. global diplomatic efforts.

To compete effectively and meet the moment, the United States must empower, embolden, and invest in its PD capabilities, including training staff on how to mitigate the risks and seize the opportunities presented by artificial intelligence. This long-term work will leverage the Department's unique convening power to start conversations about solutions that bridge cultures, advance shared goals, and create alliances and coalitions for change. When the United States invests in Public Diplomacy, the country is able to foster partnerships that align with its national security interests, strengthen its global influence, emphasize its position of leadership as a partner of choice, and reinforce its commitment to engaging global audiences in promoting core values and key policies.

BUREAU STRATEGIC GOALS

To view the strategies of offices and bureaus in the R Family, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The Department's FY 2025 Request for Public Diplomacy includes $714.2 million, a net increase of $32.8 million (4.8 percent) above FY 2023 Actual and $ 61.5 million above the FY 2023 Adjusted Enacted level. The Request invests in key Administration priorities, including competition with the People's Republic of China (PRC), migration messaging, and the modernization of the Department.

The Request includes a net $18.3 million in current services adjustments, including:

[15] Defined as countries whose share of value of food and fuel imports in total merchandise imports exceeds 30 per cent. https://unctad.org/system/files/official-document/osg2018d1_en.pdf

- -$28.7 million reduction to non-recur the FY 2023 transfer from the Buying Power Maintenance Account (BPMA), including foreign currency exchange rate adjustments;
- +$19 million for wage increases for locally employed (LE) staff at overseas posts. As local employers increase wages to keep pace with inflation, the Department must do the same to remain competitive within the local job market and to avoid losing critical staff to other organizations;
- +$17.9 million to fund the 2024 and 2025 American Pay Raise and the annualization of same;
- +$9.8 million to normalize PD costs previously funded from FY 2023 Diplomatic Programs Supplemental resources; and
- +$295,000 to fund the Office of Policy, Planning, and Resources' share of costs to sustain and modernize information technology (IT) services and products received through the Bureau of Information Resource Management (IRM)'s Working Capital Fund (WCF).

For programmatic investments, the Request includes $14.4 million in support of the elements broken out below.

Office of Policy, Planning, and Resources (R/PPR): $5.7 million

The Request contains $3 million to enable U.S. participation at the 2025 Osaka Expo. Utilizing FY 2025 funding, the Department will build on the construction initiated in FY 2023 and execute an orderly close-out once the Expo has concluded. Funds will support pavilion construction, management advisory services on architectural design, the generation of creative content, and the retention of local legal counsel for the U.S. pavilion at Expo 2025.

The six-month event is projected to attract 28 million visitors, including 1.3 million Chinese citizens; the Expo will offer a direct, unfiltered opportunity to reach these attendees. U.S. participation at Expo 2025 will provide the Department an opportunity to: reaffirm the United States' global leadership; highlight U.S. commitment to the Indo-Pacific and U.S.-Japan Alliance; promote the country's vision of a free and open Indo-Pacific; and counter narratives from PRC and other global competitors.

In addition, $2.7 million will support PD professional development workshops, redesigned PD LE staff-specific trainings, and the modernization of Public Diplomacy to enhance the Department's ability to advance foreign policy priorities. In the most recent PD Occupational Training Needs Assessment of 2021, 85 percent of respondents expressed the need for additional synchronous and in-person learning opportunities as a part of State's post-COVID modernization efforts.

Bureau of Western Hemisphere Affairs (WHA): +$4.5 million

The FY 2025 Request will sustain regional messaging to address irregular migration, with tailored campaigns reflecting local circumstances and using various languages to more effectively communicate better alternatives. Funding will allow posts to create targeted messaging campaigns and programs aimed at deterring irregular migration, including an emphasis of the impacts of migration on the audience's local communities. These approaches will assure local cultural conditions take precedence and build trust through consideration of cultural sensitivities. Funding will also support the development of alternatives to irregular migration.

PUBLIC DIPLOMACY

Global Engagement Center (GEC): +$1.5 million

The FY 2025 Request will maintain programs aimed at exposing and countering PRC disinformation and information manipulation campaigns. These programs will be underpinned by Department efforts to ensure global audiences can engage in a free and open information ecosystem. The Request will support new or expanded grants and cooperative agreements addressing these issues, as well as GEC contract costs.

A growing number of countries are seeking U.S. cooperation and expertise in analyzing, assessing, and countering disinformation. In response, the GEC has developed a framework to counter foreign information manipulation. Building on this, the Center continues to create global partnerships to address information manipulation through the negotiation of memoranda of understanding with interested countries. Supplemental appropriations typically do not allow for long-term strategic resource and programmatic planning; therefore, a base increase is needed. Many of the GEC's previously funded programs are coming to an end and they will require stable funding for their maintenance, expansion, or replacement.

Bureau of International Ocean and Environmental and Scientific Affairs (OES): +$1.0 million

The United States must recommit to the fight against climate change and the linked crises of ocean acidification, biodiversity loss, and plastic and air pollution. These issues are at the forefront of the Administration's agenda and cut across U.S. policy priorities ranging from conflict to migration to gender equality to global health. The critical importance of these topics is reflected in the 20+ U.S. federal departments and agencies participating in the U.S. delegation to the annual UN Climate Conference.

The Request will support PD engagement at the United Nations' (UN's) Conference of the Parties (COP) forum, which marshals global efforts to tackle the climate crisis.

Given the need to balance the multifaceted impacts of climate change against limited resources, State must regularly review and reprioritize its efforts on the issue. The Department's finite funding means that it is impossible to fully fund all of the public programs on climate and related priorities requested by the Administration and State's overseas posts.

While OES' Earth Glow Public Diplomacy small grants program funds highly strategic outreach activities in the field, it can meet only a small fraction of demand. The Request's $1 million increase will fund an expanded number of Earth Glow grants. Maximizing the return on the U.S. taxpayers' initial investment, these additional grants will serve as a critical tool for Public Diplomacy and Environment, Science, Technology, and Health officers around the world. In the execution of these grants, State will deliver significant impacts for U.S. strategic goals by working with local partners on creative, low-cost programs.

Bureau of Global Public Affairs (GPA): +$984,000

GPA's audience research and content testing are critical to enhancing the effectiveness of U.S. government messaging to foreign audiences. As part of this work, GPA is responsible for collecting data on potential migrant attitudes toward immigration to the United States.

FY 2025 funding will sustain an opinion and attitudes data analysis campaign aimed at tracking trends in local responses to, and further informing the Department's refinement of, migration messaging. The Request will fund GPA actions in conducting new and innovative research with foreign audiences. The research will inform Department communications strategies, content development, and press engagement.

The additional funding will support critical research work along three lines of effort to advance USG strategic messaging to foreign audiences: informing messaging strategies; advancing content; and pilot messaging with field testing .

Bureau of Cyberspace and Digital Policy (CDP): +$694,000

CDP was created in 2022, and since its inception the Bureau has experienced increased demand for messaging and outreach to foreign audiences related to national governments' online responsibilities and the information environment. The FY 2025 Request will normalize CDP's Public Diplomacy unit, including its initial PD officer position of one (1) Civil Servant. Programmatic investments will support work to advance stronger cybersecurity policies and digital rights through public diplomacy efforts.

Public Diplomacy Detailed Resource Summary

Public Diplomacy (PD)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	327	125	734	1,687	2,873	453,254	228,081	681,335
FY 2024 Estimate	327	125	734	1,687	2,873	427,598	228,081	655,679
FY 2025 Adjusted Base	327	125	734	1,687	2,873	434,398	228,081	662,479
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	462	7,834	8,296
2024 LE Staff Wage Increase	-	-	-	-	-	10,731	-	10,731
2024 Overseas Price Inflation	-	-	-	-	-	2,040	-	2,040
2025 American Pay Raise	-	-	-	-	-	296	3,628	3,924
2025 LE Staff Wage Increase	-	-	-	-	-	6,479	-	6,479
2025 LE Staff Wage Increase	-	-	-	-	-	1,806	-	1,806
2025 Overseas Price Inflation	-	-	-	-	-	2,556	-	2,556
Absorption of FY 2024 Overseas Price Inflation	-	-	-	-	-	(14)	-	(14)
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(5,271)	-	(5,271)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	2,767	2,767
Annualization of 2023 Pay Raise	-	-	-	-	-	-	316	316
Annualization of FY 2024 New Positions	-	-	-	-	-	-	75	75
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	2,609	2,609
IT WCF	-	-	-	-	-	295	-	295

PUBLIC DIPLOMACY

Public Diplomacy (PD)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Overseas Price Inflation	-	-	-	-	-	689	-	689
Total Built-in Changes	-	-	-	-	-	20,069	17,229	37,298
FY 2025 Current Services	327	125	734	1,687	2,873	454,467	245,310	699,777
FY 2025 Program Changes								
OES: U.S. Center at the Conference of the Parties (COP) to the UNFCCC	-	-	-	-	-	1,000	-	1,000
CDP: Digital Strategy	-	-	-	-	-	496	-	496
R/PPR: Expo Osaka	-	-	-	-	-	3,000	-	3,000
WHA: Migration Messaging	-	-	-	-	-	4,500	-	4,500
GPA: Migration Opinion Analysis	-	-	-	-	-	984	-	984
CDP: Public Diplomacy Officer	1	-	-	-	1	84	114	198
GEC: Expose and Counter PRC Propaganda and Disinformation	-	-	-	-	-	1,500	-	1,500
R/PPR: Building of a Field-oriented (DC-based) Learning Delivery Team	-	-	-	-	-	2,716	-	2,716
Total Program Changes	1	-	-	-	1	14,280	114	14,394
FY 2025 Request	328	125	734	1,687	2,874	468,747	245,424	714,171

Funds by Object Class

($ in thousands)

Public Diplomacy (PD)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	303,097	293,998	318,014	14,917
1200 Personnel Benefits	101,017	98,718	106,135	5,118
1300 Benefits Former Personnel	1,432	1,306	1,385	(47)
2100 Travel & Trans of Persons	27,753	26,416	27,051	(702)
2200 Transportation of Things	2,671	2,523	2,699	28
2300 Rents, Comm & Utilities	12,768	12,224	12,919	151
2400 Printing & Reproduction	2,354	2,220	2,331	(23)
2500 Other Services	104,368	108,540	119,403	15,036
2600 Supplies and Materials	14,874	13,918	14,812	(62)

PUBLIC DIPLOMACY

Public Diplomacy (PD)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
3100 Personal Property	15,126	14,012	14,857	(269)
3200 Real Property	-	-	5	5
4100 Grants, Subsidies & Contributions	95,750	81,681	94,432	(1,318)
4200 Insurance Claims & Indemnities	125	122	128	3
Total	**681,335**	**655,679**	**714,171**	**32,836**

PD Resources by Bureau

BUREAU OF ADMINISTRATION

Detailed Resource Summary

Bureau of Administration (A)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	2,284	-	2,284
FY 2024 Estimate	-	-	-	-	-	2,284	-	2,284
FY 2025 Current Services	-	-	-	-	-	2,284	-	2,284
FY 2025 Request	-	-	-	-	-	2,284	-	2,284

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Administration (A)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Presidential-Vice Presidential Travel Support	-	-	2,284	-	-	2,284	-	-	2,284	-	-	-
Total	**-**	**-**	**2,284**	**-**	**-**	**2,284**	**-**	**-**	**2,284**	**-**	**-**	**-**

PUBLIC DIPLOMACY

BUREAU OF AFRICAN AFFAIRS

Detailed Resource Summary

Bureau of African Affairs (AF)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	11	11	104	310	436	46,070	23,578	69,648
FY 2024 Estimate	11	11	104	310	436	41,549	23,578	65,127
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	71	934	1,005
2024 LE Staff Wage Increase	-	-	-	-	-	1,974	-	1,974
2024 Overseas Price Inflation	-	-	-	-	-	412	-	412
2025 American Pay Raise	-	-	-	-	-	30	379	409
2025 LE Staff Wage Increase	-	-	-	-	-	1,626	-	1,626
2025 Overseas Price Inflation	-	-	-	-	-	367	-	367
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(779)	-	(779)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	284	284
Annualization of 2023 Pay Raise	-	-	-	-	-	-	284	284
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	311	311
Total Built-in Changes	-	-	-	-	-	3,701	2,192	5,893
FY 2025 Current Services	11	11	104	310	436	45,250	25,770	71,020
FY 2025 Request	11	11	104	310	436	45,250	25,770	71,020

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of African Affairs (AF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Public Diplomacy	40	10	7,594	40	10	7,274	40	10	7,945	-	-	351
Total	**40**	**10**	**7,594**	**40**	**10**	**7,274**	**40**	**10**	**7,945**	**-**	**-**	**351**

PUBLIC DIPLOMACY

Staff and Funds by Post

($ in thousands)

Bureau of African Affairs (AF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Africa Regional Services, Paris	2	12	3,128	2	12	2,868	2	12	3,121	-	-	(7)
Angola, Luanda	1	6	1,150	1	6	1,079	1	6	1,177	-	-	27
Benin, Cotonou	1	5	774	1	5	719	1	5	784	-	-	10
Botswana, Gaborone	1	5	665	1	5	621	1	5	677	-	-	12
Burkina Faso, Ouagadougou	2	6	1,035	2	6	954	2	6	1,040	-	-	5
Burundi, Bujumbura	1	-	524	1	-	494	1	-	539	-	-	15
Cabo Verde, Praia	-	-	303	-	-	294	-	-	321	-	-	18
Cameroon, Yaounde	2	10	1,431	2	10	1,354	2	10	1,477	-	-	46
Central Afr Rep., Bangui	1	-	363	1	-	348	1	-	380	-	-	17
Chad, N'Djamena	2	4	795	2	4	739	2	4	805	-	-	10
Cote d'Ivoire, Abidjan	2	13	1,477	2	13	1,395	2	13	1,522	-	-	45
Dem. Rep of Congo, Kinshasa	2	14	1,281	2	14	1,198	2	14	1,306	-	-	25
Djibouti (Rep. Of), Djibouti	1	-	481	1	-	455	1	-	496	-	-	15
Equatorial Guinea, Malabo	-	-	74	-	-	67	-	-	73	-	-	(1)
Eritrea, Asmara	2	4	945	2	4	874	2	4	952	-	-	7
Eswatini, Mbabane	1	4	822	1	4	762	1	4	831	-	-	9
Ethiopia, Addis Ababa	3	6	1,752	3	6	1,643	3	6	1,792	-	-	40
Gabon, Libreville	2	-	785	2	-	729	2	-	795	-	-	10
Gambia, Banjul	1	-	336	1	-	324	1	-	354	-	-	18
Ghana, Accra	2	1	1,333	2	1	1,265	2	1	1,380	-	-	47
Guinea, Conakry	1	6	789	1	6	754	1	6	823	-	-	34
Kenya, Nairobi	5	15	2,929	5	15	2,738	5	15	2,986	-	-	57
Lesotho, Maseru	1	-	320	1	-	310	1	-	338	-	-	18
Liberia, Monrovia	1	6	1,240	1	6	1,154	1	6	1,258	-	-	18
Madagascar, Antananarivo	2	7	1,072	2	7	1,009	2	7	1,100	-	-	28
Malawi, Lilongwe	2	6	1,234	2	6	1,134	2	6	1,236	-	-	2
Mali, Bamako	2	6	968	2	6	915	2	6	998	-	-	30
Mauritania, Nouakchott	1	-	532	1	-	501	1	-	546	-	-	14
Mauritius, Port Louis	1	2	474	1	2	449	1	2	490	-	-	16
Mozambique, Maputo	2	5	697	2	5	650	2	5	709	-	-	12
Namibia, Windhoek	1	7	722	1	7	672	1	7	733	-	-	11

PUBLIC DIPLOMACY

Bureau of African Affairs (AF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Niger, Niamey	2	5	913	2	5	845	2	5	921	-	-	8
Nigeria, Abuja	4	27	4,840	4	27	4,534	4	27	4,944	-	-	104
Nigeria, Lagos	2	14	-	2	14	-	2	14	-	-	-	-
Rep. Of the Congo, Brazzaville	1	-	524	1	-	494	1	-	539	-	-	15
Rwanda, Kigali	1	5	767	1	5	713	1	5	777	-	-	10
Senegal, Dakar	3	12	1,514	3	12	1,429	3	12	1,559	-	-	45
Sierra Leone, Freetown	2	4	1,089	2	4	1,018	2	4	1,110	-	-	21
Somalia, Mogadishu	-	-	446	-	-	403	-	-	439	-	-	(7)
South Africa, Capetown	2	4	-	2	4	-	2	4	-	-	-	-
South Africa, Durban	1	2	-	1	2	-	1	2	-	-	-	-
South Africa, Johannesburg	1	2	-	1	2	-	1	2	-	-	-	-
South Africa, Pretoria	8	27	13,974	8	27	12,880	8	27	14,038	-	-	64
Southern Sudan, Juba	1	-	298	1	-	290	1	-	317	-	-	19
Sudan, Khartoum	2	4	1,092	2	4	1,028	2	4	1,121	-	-	29
Tanzania, Dar-es-Salaam	2	13	996	2	13	941	2	13	1,026	-	-	30
Togo, Lome	1	6	737	1	6	686	1	6	748	-	-	11
Uganda, Kampala	1	5	1,087	1	5	1,022	1	5	1,115	-	-	28
Zambia, Lusaka	1	10	1,286	1	10	1,202	1	10	1,311	-	-	25
Zimbabwe, Harare	3	10	2,060	3	10	1,900	3	10	2,071	-	-	11
Total	**86**	**300**	**62,054**	**86**	**300**	**57,853**	**86**	**300**	**63,075**	**-**	**-**	**1,021**

AMBASSADORS FUND for CULTURAL PRESERVATION

Detailed Resource Summary

Ambassadors Fund	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	6,750	-	6,750
FY 2024 Estimate	-	-	-	-	-	6,750	-	6,750
FY 2025 Current Services	-	-	-	-	-	6,750	-	6,750
FY 2025 Request	-	-	-	-	-	6,750	-	6,750

PUBLIC DIPLOMACY

BUREAU OF CYBERSPACE AND DIGITAL POLICY

Detailed Resource Summary

Cyberspace and Digital Policy (CDP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	-	-	-
FY 2024 Estimate	-	-	-	-	-	-	-	-
FY 2025 Built-in Changes								
2025 American Pay Raise	-	-	-	-	-	-	2	2
Annualization of FY 2024 Position	-	-	-	-	-	-	75	75
Total Built-in Changes	-	-	-	-	-	-	77	77
FY 2025 Current Services	-	-	-	-	-	-	77	77
FY 2025 Program Changes								
Digital Strategy	-	-	-	-	-	496	-	496
Public Diplomacy Officer	1	-	-	-	1	84	114	198
Total Program Changes	1	-	-	-	1	580	114	694
FY 2025 Request	1	-	-	-	1	580	191	771

BUREAU OF COUNTERTERRORISM

Detailed Resource Summary

Bureau of Counterterrorism (CT)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	1	-	-	-	1	55	235	290
FY 2024 Estimate	1	-	-	-	1	55	235	290
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	4	4
2025 American Pay Raise	-	-	-	-	-	-	3	3
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	2	2
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1	1
Total Built-in Changes	-	-	-	-	-	-	10	10
FY 2025 Current Services	1	-	-	-	1	55	245	300

PUBLIC DIPLOMACY

Bureau of Counterterrorism (CT)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2025 Request	1	-	-	-	1	55	245	300

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Counterterrorism (CT)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Deputy Coordinator Terrorism Prevention and Detention	1	-	290	1	-	290	1	-	300	-	-	10
Total	**1**	**-**	**290**	**1**	**-**	**290**	**1**	**-**	**300**	**-**	**-**	**10**

BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND LABOR

Detailed Resource Summary

Bureau of Democracy, Human Rights, and Labor (DRL)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	2	-	-	2	153	466	619
FY 2024 Estimate	-	2	-	-	2	153	466	619
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	8	8
2025 American Pay Raise	-	-	-	-	-	-	7	7
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	5	5
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	3	3
Total Built-in Changes	-	-	-	-	-	-	23	23
FY 2025 Current Services	-	2	-	-	2	153	489	642
FY 2025 Request	-	2	-	-	2	153	489	642

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Democracy, Human Rights, and Labor (DRL)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Policy, Planning and Public Diplomacy	2	-	619	2	-	619	2	-	642	-	-	23
Total	**2**	**-**	**619**	**2**	**-**	**619**	**2**	**-**	**642**	**-**	**-**	**23**

BUREAU OF EAST ASIAN AND PACIFIC AFFAIRS

Detailed Resource Summary

Bureau of East Asian and Pacific Affairs (EAP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	10	15	129	227	381	60,020	28,115	88,135
FY 2024 Estimate	10	15	129	227	381	55,064	28,115	83,179
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	1,048	1,048
2024 LE Staff Wage Increase	-	-	-	-	-	2,037	-	2,037
2024 Overseas Price Inflation	-	-	-	-	-	653	-	653
2025 American Pay Raise	-	-	-	-	-	68	458	526
2025 LE Staff Wage Increase	-	-	-	-	-	1,683	-	1,683
2025 Overseas Price Inflation	-	-	-	-	-	744	-	744
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(1,397)	-	(1,397)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	311	311
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	349	349
Total Built-in Changes	-	-	-	-	-	3,788	2,166	5,954
FY 2025 Current Services	10	15	129	227	381	58,852	30,281	89,133
FY 2025 Request	10	15	129	227	381	58,852	30,281	89,133

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
ANP - Office of Australia, New Zealand and Pacific Island Affairs	2	-	408	2	-	408	2	-	439	-	-	31
CHINA - Office of Chinese Affairs	1	-	194	1	-	194	1	-	209	-	-	15
J - Office of Japan Affairs	1	-	194	1	-	194	1	-	209	-	-	15
Office of Burma, Cambodia, Laos, Thailand and Vietnam	3	-	408	3	-	408	3	-	439	-	-	31
Office of Philippines, Indonesia, Malaysia, Brunei, Singapore	2	-	383	2	-	383	2	-	413	-	-	30
Office of the Assistant Secretary	-	-	1,155	0	-	1,155	-	-	1,244	-	-	89
Office of the Executive Director	20	-	-	20	-	-	20	-	-	-	-	-
Office of the Public Affairs Advisor	-	-	5,248	-	-	4,737	-	-	5,074	-	-	(174)
Total	**29**	**-**	**7,990**	**29**	**-**	**7,479**	**29**	**-**	**8,027**	**-**	**-**	**37**

Staff and Funds by Post

($ in thousands)

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual			FY 20243 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Australia, Canberra	6	10	2,763	6	10	2,589	6	10	2,773	-	-	10
Australia, Melbourne	1	-	765	1	-	721	1	-	772	-	-	7
Australia, Sydney	1	5	765	1	5	721	1	5	772	-	-	7
Brunei, Bandar Seri Begawan	3	-	723	3	-	692	3	-	743	-	-	20
Burma, Rangoon	4	15	2,452	4	15	2,322	4	15	2,489	-	-	37
Cambodia, Phnom Penh	2	5	558	2	5	548	2	5	589	-	-	31
China, Beijing	18	-	10,788	18	-	10,250	18	-	10,991	-	-	203
China, Guangzhou	3	-	1,431	3	-	1,363	3	-	1,461	-	-	30
China, Hong Kong	3	15	2,402	3	15	2,259	3	15	2,419	-	-	17
China, Shanghai	3	-	1,057	3	-	1,024	3	-	1,100	-	-	43
China, Shenyang	2	-	2,750	2	-	2,559	2	-	2,739	-	-	(11)
China, Wuhan	1	-	617	1	-	584	1	-	626	-	-	9
Federated States of Micronesia	-	-	78	-	-	71	-	-	76	-	-	(2)

PUBLIC DIPLOMACY

Bureau of East Asian and Pacific Affairs (EAP)	FY 2023 Actual			FY 20243 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Fiji, Suva	1	-	1,172	1	7	1,172	3	7	1,254	2	-	82
Indonesia, Jakarta	11	17	8,883	11	17	8,327	11	17	8,918	-	-	37
Indonesia, Medan	1	2	162	1	2	159	1	2	172	-	-	10
Indonesia, Surabaya	1	-	606	1	-	575	1	-	616	-	-	10
Japan, Fukuoka	1	3	803	1	3	755	1	3	808	-	-	5
Japan, Nagoya	-	2	578	-	2	530	-	2	566	-	-	(12)
Japan, Naha	1	2	453	1	2	434	1	2	465	-	-	12
Japan, Osaka-Kobe	1	4	862	1	4	862	1	4	923	-	-	61
Japan, Sapporo	1	-	570	1	-	541	1	-	580	-	-	10
Japan, Tokyo	8	27	11,619	8	27	10,860	8	27	11,627	-	-	8
Laos, Vientiane	4	7	1,309	4	7	1,247	4	7	1,337	-	-	28
Malaysia, Kuala Lumpur	4	9	2,680	4	9	2,532	4	9	2,713	-	-	33
Mongolia, Ulaanbaatar	3	1	1,350	3	1	1,270	3	1	1,361	-	-	11
New Zealand, Wellington	2	6	1,665	2	6	1,564	2	6	1,675	-	-	10
Papua New Guinea, Port Moresby	3	-	647	3	-	647	5	-	694	2	-	47
Philippines, Manila	8	24	3,301	8	24	3,121	8	24	3,346	-	-	45
Singapore, Singapore	2	12	1,679	2	12	1,576	2	12	1,688	-	-	9
South Korea, Seoul	9	29	6,843	9	29	6,425	9	29	6,882	-	-	39
Thailand, Bangkok	8	19	3,766	8	19	3,546	8	19	3,799	-	-	33
Timor-Leste, Dili	3	-	730	3	-	699	3	-	750	-	-	20
Vietnam, Hanoi	3	3	2,090	3	3	1,973	3	3	2,114	-	-	24
Vietnam, Ho Chi Minh City	3	3	1,228	3	3	1,182	3	3	1,268	-	-	40
Total	**125**	**227**	**80,145**	**125**	**227**	**75,700**	**129**	**227**	**81,106**	**4**	**-**	**961**

PUBLIC DIPLOMACY

BUREAU OF ECONOMIC AND BUSINESS AFFAIRS

Detailed Resource Summary

Bureau of Economic and Business affairs (EB)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	3	-	-	3	74	674	748
FY 2024 Estimate	-	3	-	-	3	74	674	748
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	13	13
2025 American Pay Raise	-	-	-	-	-	-	10	10
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	7	7
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	4	4
Total Built-in Changes	-	-	-	-	-	-	34	34
FY 2025 Current Services	-	3	-	-	3	74	708	782
FY 2025 Request	-	3	-	-	3	74	708	782

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Economic and Business Affairs (EB)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Policy Analysis and Public Diplomacy	3	-	748	3	-	748	3	-	782	-	-	34
Total	**3**	**-**	**748**	**3**	**-**	**748**	**3**	**-**	**782**	**-**	**-**	**34**

BUREAU OF ENERGY RESOURCES

Detailed Resource Summary

Bureau for Energy Resources (ENR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	40	-	40

PUBLIC DIPLOMACY

Bureau for Energy Resources (ENR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2024 Estimate	-	-	-	-	-	40	-	40
FY 2025 Current Services	-	-	-	-	-	40	-	40
FY 2025 Request	-	-	-	-	-	40	-	40

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau for Energy Resources (ENR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Policy Analysis and Public Diplomacy	-	-	40	-	-	40	-	-	40	-	-	-
Total	**-**	**-**	**40**	**-**	**-**	**40**	**-**	**-**	**40**	**-**	**-**	**-**

BUREAU OF EUROPEAN AND EURASIAN AFFAIRS

Detailed Resource Summary

Bureau of European And Eurasian Affairs (EUR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	11	15	164	484	674	67,363	38,044	105,407
FY 2024 Estimate	11	15	164	484	674	59,534	38,044	97,578
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	22	1,419	1,441
2024 LE Staff Wage Increase	-	-	-	-	-	297	-	297
2024 Overseas Price Inflation	-	-	-	-	-	229	-	229
2025 American Pay Raise	-	-	-	-	-	37	599	636
2025 LE Staff Wage Increase	-	-	-	-	-	1,393	-	1,393
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(918)	-	(918)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	495	495
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	473	473

PUBLIC DIPLOMACY

Bureau of European And Eurasian Affairs (EUR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Overseas Price Inflation	-	-	-	-	-	689	-	689
Total Built-in Changes	-	-	-	-	-	1,749	2,986	4,735
FY 2025 Current Services	11	15	164	484	674	61,283	41,030	102,313
FY 2025 Request	11	15	164	484	674	61,283	41,030	102,313

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Public Diplomacy	26	-	4,977	26	-	4,923	26	-	5,300	-	-	323
Total	**26**	**-**	**4,977**	**26**	**-**	**4,923**	**26**	**-**	**5,300**	**-**	**-**	**323**

Staff and Funds by Post

($ in thousands)

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 20243 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Albania, Tirana	2	3	1,089	2	3	1,009	2	3	1,058	-	-	(31)
Armenia, Yerevan	3	1	1,089	3	1	1,009	3	1	1,058	-	-	(31)
Austria, Vienna	2	6	2,481	2	6	2,239	2	6	2,324	-	-	(157)
Azerbaijan, Baku	2	3	1,089	2	3	1,009	2	3	1,058	-	-	(31)
Belarus, Minsk	2	5	1,484	2	5	1,404	2	5	1,484	-	-	-
Belgium, Brussels	3	7	3,574	3	7	3,250	3	7	3,384	-	-	(190)
Bosnia-Herzegovina, Sarajevo	3	3	1,484	3	3	1,404	3	3	1,484	-	-	-
Bulgaria, Sofia	3	15	1,484	3	15	1,404	3	15	1,484	-	-	-
Croatia, Zagreb	2	8	1,786	2	8	1,624	2	8	1,691	-	-	(95)
Cyprus, Nicosia	2	4	1,089	2	4	1,009	2	4	1,058	-	-	(31)
Czech Republic, Prague	3	15	2,876	3	15	2,634	3	15	2,750	-	-	(126)
Denmark, Copenhagen	3	5	1,484	3	5	1,404	3	5	1,484	-	-	-
Estonia, Tallinn	2	6	1,089	2	6	1,009	2	6	1,058	-	-	(31)

PUBLIC DIPLOMACY

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 20243 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Finland, Helsinki	2	7	1,089	2	7	1,009	2	7	1,058	-	-	(31)
France, Paris	6	18	5,358	6	18	4,874	6	18	5,075	-	-	(283)
Georgia, Tbilisi	3	8	2,181	3	8	2,019	3	8	2,117	-	-	(64)
Germany, Berlin	6	44	2,670	6	44	2,590	6	44	2,763	-	-	93
Greece, Athens	5	12	2,876	5	12	2,634	5	12	2,750	-	-	(126)
Hungary, Budapest	3	12	2,181	3	12	2,019	3	12	2,117	-	-	(64)
Iceland, Reykjavik	2	3	1,089	2	3	1,009	2	3	1,058	-	-	(31)
Ireland, Dublin	2	2	1,089	2	2	1,009	2	2	1,058	-	-	(31)
Italy, Rome	8	26	5,753	8	26	5,269	8	26	5,502	-	-	(251)
Kosovo, Pristina	3	-	1,089	3	-	1,009	3	-	1,058	-	-	(31)
Latvia, Riga	2	8	1,089	2	8	1,009	2	8	1,058	-	-	(31)
Lithuania, Vilnius	2	9	1,089	2	9	1,009	2	9	1,058	-	-	(31)
Luxembourg, Luxembourg	2	2	-	2	2	-	2	2	-	-	-	-
Macedonia, Skopje	2	8	1,089	2	8	1,009	2	8	1,058	-	-	(31)
Malta, Valletta	2	2	396	2	2	396	2	2	427	-	-	31
Moldova, Chisinau	2	7	1,089	2	7	1,009	2	7	1,058	-	-	(31)
Montenegro, Podgorica	2	-	1,089	2	-	1,009	2	-	1,058	-	-	(31)
Netherlands, The Hague	2	9	1,089	2	9	1,009	2	9	1,058	-	-	(31)
Norway, Oslo	3	6	2,181	3	6	2,019	3	6	2,117	-	-	(64)
OSCE Vienna	2	-	1,089	2	-	1,009	2	-	1,058	-	-	(31)
Poland, Warsaw	5	22	3,970	5	22	3,646	5	22	3,811	-	-	(159)
Portugal, Lisbon	2	8	1,089	2	8	1,009	2	8	1,058	-	-	(31)
Romania, Bucharest	3	17	1,484	3	17	1,404	3	17	1,484	-	-	-
Russia, Moscow	5	49	5,474	5	49	4,950	5	49	5,143	-	-	(331)
Serbia, Belgrade	3	9	1,484	3	9	1,404	3	9	1,484	-	-	-
Slovakia, Bratislava	2	11	1,456	2	11	1,333	2	11	1,392	-	-	(64)
Slovenia, Ljubljana	2	5	1,089	2	5	1,009	2	5	1,058	-	-	(31)
Spain, Madrid	6	22	4,666	6	22	4,262	6	22	4,445	-	-	(221)
Sweden, Stockholm	3	7	1,786	3	7	1,624	3	7	1,691	-	-	(95)
Switzerland, Bern	3	3	1,089	3	3	1,009	3	3	1,058	-	-	(31)
Turkey, Ankara	13	31	6,448	13	31	5,882	13	31	6,133	-	-	(315)
USEU	3	8	2,876	3	8	2,634	3	8	2,750	-	-	(126)
USNATO	5	1	2,182	5	1	2,020	5	1	2,118	-	-	(64)

PUBLIC DIPLOMACY

Bureau of European and Eurasian Affairs (EUR)	FY 2023 Actual			FY 20243 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Ukraine, Kyiv	6	10	1,880	6	10	1,800	6	10	1,911	-	-	31
United Kingdom, London	8	15	5,456	8	15	5,052	8	15	5,297	-	-	(159)
Vatican City, Holy See	2	2	328	2	2	290	2	2	299	-	-	(29)
Total	**164**	**484**	**100,430**	**164**	**484**	**92,655**	**164**	**484**	**97,013**	**-**	**-**	**(3,417)**

FOREIGN SERVICE INSTITUTE

Detailed Resource Summary

Foreign Service Institute (FSI)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	6	-	-	6	2,242	1,628	3,870
FY 2024 Estimate	-	6	-	-	6	2,242	1,628	3,870
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	60	60
2024 LE Staff Wage Increase	-	-	-	-	-	12	-	12
2024 Overseas Price Inflation	-	-	-	-	-	14	-	14
2025 American Pay Raise	-	-	-	-	-	6	26	32
Absorption of FY 2024 Overseas Price Inflation	-	-	-	-	-	(14)	-	(14)
Annualization of 2023 Pay Raise	-	-	-	-	-	-	15	15
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	20	20
Total Built-in Changes	-	-	-	-	-	18	121	139
FY 2025 Current Services	-	6	-	-	6	2,260	1,749	4,009
FY 2025 Request	-	6	-	-	6	2,260	1,749	4,009

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Foreign Service Institute (FSI)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Executive Office	-	-	737	-	-	737	-	-	929	-	-	192
School of Professional and Area Studies	6	-	3,133	6	-	3,133	6	-	3,080	-	-	(53)
Total	**6**	**-**	**3,870**	**6**	**-**	**3,870**	**6**	**-**	**4,009**	**-**	**-**	**139**

FSN SEPARATION LIABILITY TRUST FUND PAYMENT

Detailed Resource Summary

Foreign Service National Liability Trust Fund Payment (FSNSLTF)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	5,185	-	5,185
FY 2024 Estimate	-	-	-	-	-	5,185	-	5,185
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	114	114
2025 American Pay Raise	-	-	-	-	-	-	2	2
2025 LE Staff Wage Increase	-	-	-	-	-	263	-	263
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	38	38
Total Built-in Changes	-	-	-	-	-	263	154	417
FY 2025 Current Services	-	-	-	-	-	5,448	154	5,602
FY 2025 Request	-	-	-	-	-	5,448	154	5,602

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Foreign Service National Liability Trust Fund Payment (FSNSLTF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Other FSN Separation Liability Trust Fund	-	-	5,185	-	-	5,185	-	-	5,602	-	-	417
Total	**-**	**-**	**5,185**	**-**	**-**	**5,185**	**-**	**-**	**5,602**	**-**	**-**	**417**

GLOBAL ENGAGEMENT CENTER

Detailed Resource Summary

Global Engagement Center (GEC)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	2	-	-	-	2	44,877	4,442	49,319
FY 2024 Estimate	2	-	-	-	2	44,877	4,442	49,319
FY 2025 Base (1)	2	-	-	-	2	50,377	4,442	54,819
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	9	354	363
2024 LE Staff Wage Increase	-	-	-	-	-	129	-	129
2024 Overseas Price Inflation	-	-	-	-	-	164	-	164
2025 American Pay Raise	-	-	-	-	-	38	81	119
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(164)	-	(164)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	97	97
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	118	118
Total Built-in Changes	-	-	-	-	-	176	650	826
FY 2025 Current Services	2	-	-	-	2	50,553	5,092	55,645
FY 2025 Program Changes								
Expose and Counter PRC Propaganda and Disinformation	-	-	-	-	-	1,500	-	1,500
Total Program Changes	-	-	-	-	-	1,500	-	1,500
FY 2025 Request	2	-	-	-	2	52,053	5,092	57,145

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Global Engagement Center (GEC)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Global Engagement Center (GEC)	2	-	49,319	2	-	54,819	2	-	57,145	-	-	7,826
Total	**2**	**-**	**49,319**	**2**	**-**	**54,819**	**2**	**-**	**57,145**	**-**	**-**	**7,826**

BUREAU OF GLOBAL PUBLIC AFFAIRS

Detailed Resource Summary

Global Public Affairs (GPA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	149	6	30	-	185	26,897	35,765	62,662
FY 2024 Estimate	149	6	30	-	185	26,660	35,765	62,425
FY 2025 Base (1)	149	6	30	-	185	28,660	35,765	64,425
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	708	708
2025 American Pay Raise	-	-	-	-	-	-	556	556
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	418	418
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	236	236
Total Built-in Changes	-	-	-	-	-	-	1,918	1,918
FY 2025 Current Services	149	6	30	-	185	28,660	37,683	66,343
FY 2025 Program Changes								
Migration Opinion Analysis	-	-	-	-	-	984	-	984
Total Program Changes	-	-	-	-	-	984	-	984
FY 2025 Request	149	6	30	-	185	29,644	37,683	67,327

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Global Public Affairs (GPA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Assistant Secretary	185	-	62,662	185	-	64,425	185	-	67,327	-	-	4,665
Total	**185**	**-**	**62,662**	**185**	**-**	**64,425**	**185**	**-**	**67,327**	**-**	**-**	**4,665**

HUMAN RESOURCES SPECIAL COMPLEMENT

Detailed Resource Summary

Human Resources Special Complement (HR COMP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	2	-	-	-	2	-	376	376
FY 2024 Estimate	2	-	-	-	2	-	376	376
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	7	7
2025 American Pay Raise	-	-	-	-	-	-	6	6
Annualization of 2023 Pay Raise	-	-	-	-	-	-	17	17
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	2	2
Total Built-in Changes	-	-	-	-	-	-	32	32
FY 2025 Current Services	2	-	-	-	2	-	408	408
FY 2025 Request	2	-	-	-	2	-	408	408

Staff and Funds by Domestic Organization Units

($ in thousands)

Human Resources-Special Complement (HR-COMP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Talent Services	2	-	376	2	-	376	2	-	408	-	-	32
Total	**2**	**-**	**376**	**2**	**-**	**376**	**2**	**-**	**408**	**-**	**-**	**32**

BUREAU OF INTERNATIONAL ORGANIZATION AFFAIRS

Detailed Resource Summary

Bureau of International Organization Affairs (IO)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	5	8	6	19	2,084	2,655	4,739
FY 2024 Estimate	-	5	8	6	19	1,849	2,655	4,504
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	2	107	109
2024 LE Staff Wage Increase	-	-	-	-	-	55	-	55
2024 Overseas Price Inflation	-	-	-	-	-	11	-	11
2025 American Pay Raise	-	-	-	-	-	5	42	47
2025 LE Staff Wage Increase	-	-	-	-	-	32	-	32
2025 Overseas Price Inflation	-	-	-	-	-	27	-	27
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(38)	-	(38)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	26	26
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	36	36
Total Built-in Changes	-	-	-	-	-	94	211	305
FY 2025 Current Services	-	5	8	6	19	1,943	2,866	4,809
FY 2025 Request	-	5	8	6	19	1,943	2,866	4,809

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of International Organization Affairs (IO)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Policy, Public and Congressional Affairs	5	-	872	5	-	868	5	-	937	-	-	65
U.S. Mission to the UN	2	-	718	2	-	707	3	-	760	1	-	42
Total	**7**	**-**	**1,590**	**7**	**-**	**1,575**	**8**	**-**	**1,697**	**2**	**-**	**107**

PUBLIC DIPLOMACY

Staff and Funds by Post

($ in thousands)

Bureau of International Organization Affairs (IO)	FY 2023 Actual			FY 20243 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Austria, Vienna	1	2	462	1	2	441	1	2	471	-	-	9
France, Paris	3	-	654	3	-	611	2	-	650	(1)	-	(4)
Italy, Rome	1	1	418	1	1	402	1	1	430	-	-	12
Switzerland, Geneva	1	3	1,615	1	3	1,475	1	3	1,561	-	-	(54)
Total	**6**	**6**	**3,149**	**6**	**6**	**2,929**	**5**	**6**	**3,112**	**(1)**	**-**	**(37)**

BUREAU OF INTERNATIONAL SECURITY AND NONPROLIFERATION

Detailed Resource Summary

Bureau of International Security and Nonproliferation (ISN)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	1	-	-	1	8	288	296
FY 2024 Estimate	-	1	-	-	1	8	288	296
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	4	4
2025 American Pay Raise	-	-	-	-	-	-	5	5
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	3	3
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1	1
Total Built-in Changes	-	-	-	-	-	-	13	13
FY 2025 Current Services	-	1	-	-	1	8	301	309
FY 2025 Request	-	1	-	-	1	8	301	309

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of International Security and Nonproliferation (ISN)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Congressional and Public Affairs	1	-	296	1	-	296	1	-	309	-	-	13
Total	**1**	**-**	**296**	**1**	**-**	**296**	**1**	**-**	**309**	**-**	**-**	**13**

BUREAU OF NEAR EASTERN AFFAIRS

Detailed Resource Summary

Bureau of Near Eastern Affairs (NEA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	13	4	110	181	308	56,433	23,802	80,235
FY 2024 Estimate	13	4	110	181	308	52,925	23,802	76,727
FY 2025 Base (1)	13	4	110	181	308	54,725	23,802	78,527
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	44	932	976
2024 LE Staff Wage Increase	-	-	-	-	-	952	-	952
2024 Overseas Price Inflation	-	-	-	-	-	338	-	338
2025 American Pay Raise	-	-	-	-	-	23	378	401
2025 LE Staff Wage Increase	-	-	-	-	-	1,482	-	1,482
2025 Overseas Price Inflation	-	-	-	-	-	378	-	378
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(716)	-	(716)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	316	316
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	311	311
Total Built-in Changes	-	-	-	-	-	2,501	1,937	4,438
FY 2025 Current Services	13	4	110	181	308	57,226	25,739	82,965
FY 2025 Request	13	4	110	181	308	57,226	25,739	82,965

PUBLIC DIPLOMACY

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Near Eastern Affairs (NEA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Public Diplomacy	17	-	14,840	17	-	14,670	17	-	15,668	-	-	828
Total	**17**	**-**	**14,840**	**17**	**-**	**14,670**	**17**	**-**	**15,668**	**-**	**-**	**828**

Staff and Funds by Post

($ in thousands)

Bureau of Near Eastern Affairs (NEA)	FY 2023 Actual			FY 20243 Request			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Algeria, Algiers	4	4	1,413	4	4	1,383	4	4	1,463	-	-	50
Bahrain, Manama	5	5	2,003	5	5	1,958	5	5	2,068	-	-	65
Egypt, Cairo	11	36	7,017	11	36	6,855	11	36	7,227	-	-	210
Israel, Jerusalem	8	6	3,948	8	6	3,860	8	9	4,072	-	3	124
Israel, Tel Aviv	12	35	13,103	12	35	12,749	12	35	13,382	-	-	279
Jordan, Amman	6	15	3,950	6	15	3,862	6	15	4,075	-	-	125
Kuwait, Kuwait	3	6	2,711	3	6	2,652	3	6	2,801	-	-	90
Lebanon, Beirut	3	5	3,256	3	5	3,179	3	6	3,351	-	1	95
Libya, Tripoli	3	-	1,379	3	-	1,349	3	-	1,426	-	-	47
Morocco, Rabat	8	15	5,321	8	15	5,206	8	15	5,498	-	-	177
Oman, Muscat	4	5	2,604	4	5	2,545	4	5	2,685	-	-	81
Qatar, Doha	6	8	2,671	6	8	2,609	6	8	2,752	-	-	81
Saudi Arabia, Riyadh	9	12	4,498	9	12	4,395	9	12	4,634	-	-	136
Syria, Damascus	6	10	3,107	6	10	3,036	6	10	3,202	-	-	95
Tunisia, Tunis	8	10	2,985	8	10	2,914	8	6	3,070	-	(4)	85
United Arab Emirates, Abu Dhabi	8	5	3,122	8	5	3,051	8	5	3,213	-	-	91
Yemen, Sanaa	6	4	2,307	6	4	2,254	6	4	2,378	-	-	71
Total	**110**	**181**	**65,395**	**110**	**181**	**63,857**	**110**	**181**	**67,297**	**-**	**-**	**1,902**

PUBLIC DIPLOMACY

BUREAU OF OCEANS AND INTERNATIONAL ENVIRONMENT AND SCIENTIFIC AFFAIRS

Detailed Resource Summary

Bureau of Oceans and International Environment and Scientific Affairs (OES)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	1	2	-	-	3	298	684	982
FY 2024 Estimate	1	2	-	-	3	298	684	982
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	13	-	13
2025 American Pay Raise	-	-	-	-	-	-	12	12
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	8	8
Total Built-in Changes	-	-	-	-	-	13	20	33
FY 2025 Current Services	1	2	-	-	3	311	704	1,015
FY 2025 Program Changes								
U.S. Center at the Conference of the Parties (COP) to the UNFCCC	-	-	-	-	-	1,000	-	1,000
Total Program Changes	-	-	-	-	-	1,000	-	1,000
FY 2025 Request	1	2	-	-	3	1,311	704	2,015

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Oceans and International Environment and Scientific Affairs (OES)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of the Assistant Secretary	3	-	982	3	-	982	3	-	2,015	-	-	1,033
Total	**3**	**-**	**982**	**3**	**-**	**982**	**3**	**-**	**2,015**	**-**	**-**	**1,033**

PUBLIC DIPLOMACY

BUREAU OF POLITICAL-MILITARY AFFAIRS

Detailed Resource Summary

Bureau of Political-Military Affairs (PM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	1	-	-	1	-	328	328
FY 2024 Estimate	-	1	-	-	1	-	328	328
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	3	3
2025 American Pay Raise	-	-	-	-	-	-	5	5
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	3	3
Total Built-in Changes	-	-	-	-	-	-	11	11
FY 2025 Current Services	-	1	-	-	1	-	339	339
FY 2025 Request	-	1	-	-	1	-	339	339

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Political-Military Affairs (PM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Congressional & Public Affairs	1	-	-	1	-	-	1	-	-	-	-	-
Counter Piracy and Maritime Security	-	-	328	-	-	328	-	-	339	-	-	11
Total	**1**	**-**	**328**	**1**	**-**	**328**	**1**	**-**	**339**	**-**	**-**	**11**

OFFICE OF THE SECRETARY

Detailed Resource Summary

Office of the Secretary (S)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	103	30	1	-	134	41,368	20,449	61,817
FY 2024 Estimate	103	30	1	-	134	44,368	20,449	64,817

PUBLIC DIPLOMACY

Office of the Secretary (S)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2025 Base (1)	103	30	1	-	134	41,868	20,449	62,317
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	62	342	404
2025 American Pay Raise	-	-	-	-	-	56	316	372
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	191	191
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	114	114
IT WCF	-	-	-	-	-	295	-	295
Total Built-in Changes	-	-	-	-	-	413	963	1,376
FY 2025 Current Services	103	30	1	0	134	42,281	21,412	63,693
FY 2025 Program Changes								
Expo Osaka	-	-	-	-	-	3,000	-	3,000
Building of a Field-oriented (DC-based) Learning Delivery Team	-	-	-	-	-	2,716	-	2,716
Total Program Changes	-	-	-	-	-	5,716	-	5,716
FY 2025 Request	103	30	1	-	134	47,997	21,412	69,409

Staff and Funds by Domestic Organization Units

($ in thousands)

Office of the Secretary (S)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Global Engagement Center	46	-	12,096	46	-	12,096	46	-	12,436	-	-	340
Office of Resources, Plans, & Policy	75	-	46,754	75	-	49,754	76	-	53,917	1	-	7,163
Under Secretary for Public Diplomacy and Public Affairs	12	-	2,967	12	-	2,967	12	-	3,056	-	-	89
Total	**133**	**-**	**61,817**	**133**	**-**	**64,817**	**134**	**-**	**69,409**	**1**	**-**	**7,592**

PUBLIC DIPLOMACY

BUREAU OF SOUTH AND CENTRAL ASIAN AFFAIRS

Detailed Resource Summary

Bureau of South and Central Asian Affairs (SCA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	18	8	83	149	258	43,279	22,262	65,541
FY 2024 Estimate	18	8	83	149	258	41,133	22,262	63,395
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	179	846	1,025
2024 LE Staff Wage Increase	-	-	-	-	-	2,131	-	2,131
2024 Overseas Price Inflation	-	-	-	-	-	80	-	80
2025 American Pay Raise	-	-	-	-	-	10	352	362
2025 LE Staff Wage Increase	-	-	-	-	-	618	-	618
2025 Overseas Price Inflation	-	-	-	-	-	900	-	900
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(980)	-	(980)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	273	273
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	282	282
Total Built-in Changes	-	-	-	-	-	2,938	1,753	4,691
FY 2025 Current Services	18	8	83	149	258	44,071	24,015	68,086
FY 2025 Request	18	8	83	149	258	44,071	24,015	68,086

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of South and Central Asian Affairs (SCA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Public Diplomacy	26	-	3,194	26	-	3,079	26	-	3,307	-	-	113
Total	**26**	**-**	**3,194**	**26**	**-**	**3,079**	**26**	**-**	**3,307**	**-**	**-**	**113**

PUBLIC DIPLOMACY

Staff and Funds by Post

($ in thousands)

Bureau of South and Central Asian Affairs (SCA)	FY 2023 Actual			FY 20243 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Afghanistan, Kabul	9	-	5,463	9	-	5,340	9	-	5,744	-	-	281
Bangladesh, Dhaka	4	8	3,233	4	8	3,119	4	8	3,349	-	-	116
India, Chennai (CG)	3	1	1,289	3	1	1,249	3	1	1,342	-	-	53
India, Hyderabad	1	-	701	1	-	674	1	-	723	-	-	22
India, Kolkata (CG)	2	1	697	2	1	674	2	1	724	-	-	27
India, Mumbai (CG)	4	3	1,850	4	3	1,797	4	3	1,931	-	-	81
India, New Delhi	13	110	10,892	13	110	10,712	13	110	11,530	-	-	638
Kazakhstan, Almaty	2	3	371	2	3	360	2	3	387	-	-	16
Kazakhstan, Astana	4	2	1,951	4	2	1,892	4	2	2,033	-	-	82
Kyrgyzstan, Bishkek	3	2	1,511	3	2	1,457	3	2	1,565	-	-	54
Nepal, Kathmandu	3	10	2,744	3	10	2,646	3	10	2,840	-	-	96
Pakistan, Islamabad	11	-	21,447	11	-	20,509	11	-	21,992	-	-	545
Pakistan, Karachi (CG)	6	-	979	6	-	956	6	-	1,028	-	-	49
Pakistan, Lahore (CG)	4	-	629	4	-	606	4	-	651	-	-	22
Pakistan, Peshawar (CN)	1	0	353	1	-	344	1	-	370	-	-	17
Sri Lanka, Colombo	4	7	2,625	4	7	2,533	4	7	2,719	-	-	94
Tajikistan, Dushanbe	3	-	1,997	3	-	1,936	3	-	2,080	-	-	83
Turkmenistan, Ashgabat	3	-	1,997	3	-	1,936	3	-	2,080	-	-	83
Uzbekistan, Tashkent	3	2	1,618	3	2	1,576	3	2	1,691	-	-	73
Total	**83**	**149**	**62,347**	**83**	**149**	**60,316**	**83**	**149**	**64,779**	**-**	**-**	**2,432**

BUREAU OF WESTERN HEMISPHERE AFFAIRS

Detailed Resource Summary

Bureau of Western Hemisphere Affairs (WHA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	6	16	105	330	457	47,774	24,290	72,064
FY 2024 Estimate	6	16	105	330	457	42,550	24,290	66,840
FY 2025 Built-in Changes								

PUBLIC DIPLOMACY

Bureau of Western Hemisphere Affairs (WHA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
2024 American Pay Raise	-	-	-	-	-	60	931	991
2024 LE Staff Wage Increase	-	-	-	-	-	3,144	-	3,144
2024 Overseas Price Inflation	-	-	-	-	-	139	-	139
2025 American Pay Raise	-	-	-	-	-	23	389	412
2025 LE Staff Wage Increase	-	-	-	-	-	1,188	-	1,188
2025 Overseas Price Inflation	-	-	-	-	-	140	-	140
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(279)	-	(279)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	328	328
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	310	310
Total Built-in Changes	-	-	-	-	-	4,415	1,958	6,373
FY 2025 Current Services	6	16	105	330	457	46,965	26,248	73,213
FY 2025 Program Changes								
Migration Messaging	-	-	-	-	-	4,500	-	4,500
Total Program Changes	-	-	-	-	-	4,500	-	4,500
FY 2025 Request	6	16	105	330	457	51,465	26,248	77,713

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Public Diplomacy and Public Affairs	22	-	2,313	22	-	2,145	22	-	6,849	-	-	4,536
Total	**22**	**-**	**2,313**	**22**	**-**	**2,145**	**22**	**-**	**6,849**	**-**	**-**	**4,536**

PUBLIC DIPLOMACY

Staff and Funds by Post

($ in thousands)

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Argentina, Buenos Aires	6	16	3,259	6	16	3,024	6	16	3,312	-	-	53
Bahamas, Nassau	1	3	557	1	3	517	1	3	566	-	-	9
Barbados, Bridgetown	2	3	1,222	2	3	1,139	2	3	1,256	-	-	34
Belize, Belmopan	1	-	310	1	-	294	1	-	320	-	-	10
Bolivia, La Paz	5	13	3,734	5	13	3,461	5	13	3,791	-	-	57
Brazil, Belo Horizonte	1	-	423	1	-	386	1	-	424	-	-	1
Brazil, Brasilia	8	33	4,753	8	33	4,426	8	33	4,842	-	-	89
Brazil, Porto Alegre	-	3	295	-	3	272	-	3	298	-	-	3
Brazil, Recife	-	-	374	-	-	345	-	-	379	-	-	5
Brazil, Rio de Janeiro	4	10	1,178	4	10	1,093	4	10	1,197	-	-	19
Brazil, Sao Paulo	3	10	1,513	3	10	1,403	3	10	1,536	-	-	23
Canada, Calgary	-	-	206	-	-	190	-	-	207	-	-	1
Canada, Halifax	-	-	221	-	-	206	-	-	226	-	-	5
Canada, Montreal	1	3	296	1	3	277	1	3	303	-	-	7
Canada, Ottawa	3	10	2,856	3	10	2,654	3	10	2,905	-	-	49
Canada, Toronto	1	-	320	1	-	297	1	-	325	-	-	5
Canada, Vancouver	1	-	379	1	-	357	1	-	400	-	-	21
Chile, Santiago	4	20	2,742	4	20	2,546	4	20	2,788	-	-	46
Colombia, Bogota	4	20	5,253	4	20	4,879	4	20	5,341	-	-	88
Costa Rica, San Jose	3	10	2,098	3	10	1,936	3	10	2,122	-	-	24
Cuba, Havana	3	-	1,470	3	-	1,339	3	-	1,472	-	-	2
Dom. Republic, Santo Domingo	3	10	1,784	3	10	1,655	3	10	1,812	-	-	28
Ecuador, Quito	4	10	3,270	4	10	3,034	4	10	3,322	-	-	52
El Salvador, San Salvador	3	10	1,972	3	10	1,828	3	10	2,002	-	-	30
Guatemala, Guatemala City	5	10	2,663	5	10	2,453	5	10	2,689	-	-	26
Guyana, Georgetown	-	-	231	-	-	215	-	-	235	-	-	4
Haiti, Port-au-Prince	3	7	1,242	3	7	1,169	3	7	1,277	-	-	35
Honduras, Tegucigalpa	5	8	1,887	5	8	1,768	5	8	1,933	-	-	46
Jamaica, Kingston	3	7	1,178	3	7	1,095	3	7	1,198	-	-	20
Mexico, Ciudad Juarez	1	3	489	1	3	452	1	3	495	-	-	6

PUBLIC DIPLOMACY

Bureau of Western Hemisphere Affairs (WHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Mexico, Guadalajara	-	3	618	-	3	569	-	3	624	-	-	6
Mexico, Hermosillo	-	-	153	-	-	142	-	-	155	-	-	2
Mexico, Matamoros	-	-	99	-	-	91	-	-	100	-	-	1
Mexico, Merida	-	-	154	-	-	142	-	-	155	-	-	1
Mexico, Mexico City	5	33	5,110	5	33	4,711	5	33	5,165	-	-	55
Mexico, Monterrey	1	3	720	1	3	667	1	3	731	-	-	11
Mexico, Nogales	-	-	161	-	-	148	-	-	162	-	-	1
Mexico, Nuevo Laredo	-	-	123	-	-	113	-	-	125	-	-	2
Mexico, Tijuana	1	3	468	1	3	430	1	3	472	-	-	4
Netherlands Antilles, Curacao	-	-	102	-	-	91	-	-	100	-	-	(2)
Nicaragua, Managua	3	7	1,320	3	7	1,224	3	7	1,340	-	-	20
Panama, Panama City	4	10	2,171	4	10	2,014	4	10	2,205	-	-	34
Paraguay, Asuncion	2	3	1,151	2	3	1,071	2	3	1,173	-	-	22
Peru, Lima	3	16	3,910	3	16	3,623	3	16	3,969	-	-	59
Suriname, Paramaribo	-	3	508	-	3	486	-	3	529	-	-	21
Trinidad, Port-au-Spain	1	7	1,010	1	7	938	1	7	1,027	-	-	17
Uruguay, Montevideo	2	7	2,455	2	7	2,274	2	7	2,491	-	-	36
Venezuela, Caracas	5	16	1,343	5	16	1,251	5	16	1,368	-	-	25
Total	**105**	**330**	**69,751**	**105**	**330**	**64,695**	**105**	**330**	**70,864**	**-**	**-**	**1,113**

DIPLOMATIC PROGRAMS: DIPLOMATIC POLICY AND SUPPORT

Administration
Arms Control, Deterrence, and Stability
Budget and Planning
Office of the Chief of Protocol
Comptroller and Global Financial Services
Cyberspace and Digital Policy
Democracy, Human Rights and Labor
Economic and Business Affairs
Energy Resources
Global Health, Security, and Diplomacy
Global Public Affairs
Information Resource Management
Intelligence and Research
International Religious Freedom
International Security and Nonproliferation
Office of the Legal Adviser
Legislative Affairs
Under Secretary for Management
Oceans and International Environmental and Scientific Affairs
Political-Military Affairs
Population, Refugees and Migration
Office to Monitor and Combat Trafficking in Persons
Office of the Secretary

BUREAU OF ADMINISTRATION

Resource Summary

($ in thousands)

Bureau of Administration (A)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Administration	464,787	470,787	375,756	(89,031)
Positions	697	697	611	(86)

WHO WE ARE & WHY IT MATTERS

The Bureau of Administration (A) is comprised of organizations that are driving innovation and applying new technologies to solve enterprise challenges to advance strategic priorities for the Administration, the Department, and interagency partners. The Bureau's 1,100 full time employees (FTE) and 1,260 contractors execute programs and lines of business that enable U.S. diplomats to operate effectively across the globe and meet the Department's mission.

The A Bureau serves the Department and at least 30 other agencies at more than 275 overseas posts and 150 domestic office sites. The Bureau provides global management technology, service platforms, policy, and operational support spanning an array of vital administrative programs. The A Bureau directs the Department's worldwide supply chain infrastructure and systems for logistics management, acquisitions management, and policy.

The A Bureau also coordinates the management, disposition, and release of Department regulations and records, privacy mandates, classification of Department information, printing, publishing, and graphic design services. It manages the Department's domestic real estate portfolio, facilities maintenance, safety, occupational health, emergency management, and continuity of government programs. The Bureau also establishes allowance rates for all U.S. government (USG) personnel assigned abroad; manages overseas commissary and recreation affairs; provides White House travel services, including language interpreting and translation assistance; and supports overseas schools that promote American educational values.

The A Bureau is the backbone of the Department's global diplomatic platform. As a leading enterprise service provider, the Bureau supports customers in every bureau and post, as well as partners from all agencies represented overseas. The Bureau manages risk for $13 billion in annual acquisitions, 13 million square feet in real property, and the 77,000 employees who travel or move annually.

To support the Secretary's modernization agenda, A Bureau is adapting its processes, procedures, and organization to become more agile, cost-effective, and customer-oriented by ensuring it has the data, technology, training, and diverse workforce required. The Bureau is also centralizing its vast array of enterprise information technology (IT) portfolios under a single Bureau Chief Information Officer and its data management under a Bureau Chief Data Officer. This will allow A Bureau to optimize its strategic planning and oversight of IT, establishing a robust bureau-wide cybersecurity program that improves how the Bureau captures, manages, analyzes, and uses data to inform decision making.

The scope and depth of A Bureau's activities are immense. In FY 2023, in addition to the $13 billion in acquisitions, A Bureau: moved 40,000 personal effects shipments; executed 25,999 supply shipments; supported 177 charter flights carrying over 19,000 passengers; and managed 2.3 billion electronic records (eRecords). In addition, A Bureau's Language Services office supports more than 1,500 annual events with translation and

interpretation in more than sixty languages for the President, the Secretary, and other senior U.S. government officials.

As part of its efforts to provide the maximum return on taxpayer money, A Bureau is working to reduce the administrative burden associated with Permanent Change of Station (PCS) travel for overseas USG personnel. It is also piloting special needs education programs for the children of USG officials overseas.

To increase its agility and effectiveness in accomplishing its mission, A Bureau has increased emphasis on program management, customer experience, and process improvement. It is strengthening the Department's ability to capture data to better inform decisions and ensure end-to-end visibility on A Bureau processes. The Bureau is applying artificial intelligence to improve the information gathering, the Freedom of Information Act (FOIA) process, and knowledge management programs.

The A Bureau leads the multi-year transformation of the Harry S Truman building in Washington, D.C. into a modern, energy efficient home for diplomacy with improved overall space utilization. It is also addressing building and life safety deficiencies, the removal of hazardous materials, and improvements to the electrical and HVAC systems. In addition, the Bureau is enhancing facilities accessibility for people with disabilities and security for all occupants.

The White House, the Department, and other Cabinet agencies rely on the Department's translators and interpreters. The A Bureau is building the next generation of linguists and associated technology to better provide these services which are so essential to diplomacy.

As an enterprise service provider, A Bureau's work touches every aspect of what the Department does. This work ensures that State's critical mission is carried out in an efficient, effective, and secure manner, regardless of the complexities its workforce is presented with by circumstance or global developments. As part of these efforts, the Bureau's real property support services ensure the Department's global workforce has modern, safe facilities. The Bureau also implements key programs to ensure mission-essential services will continue in the event of an emergency.

BUREAU STRATEGIC GOALS

1. Optimize the Department's global logistics supply chain services to support national security and foreign policy priorities.
2. Improve the services provided to Department staff by implementing best practices to support a flexible hybrid work environment throughout the Department's domestic real property portfolio, increase sustainability in operations and maintenance, and improve customer-focused domestic and overseas specialized support services.
3. Manage the Department's information as a strategic asset to improve knowledge management, data-driven decision making, and transparency by adapting to evolving customer needs through the use of new technology and modernized ways of conducting business.
4. Deliver best in class emergency management programs that enhance resilience through a culture of preparedness and incorporate risk-informed decision making that enables the Department to mitigate, respond to, and recover from the threats and hazards that impact the Department's domestic personnel, operations, and facilities.
5. Empower the Acquisition Enterprise to deliver world-class, flexible, knowledgeable, and responsive service delivery by leveraging data and revitalizing the workforce.
6. Modernize A Bureau's enterprise IT management systems to improve cybersecurity, productivity, and decision-making.

7. Develop an agile, diverse, inclusive, and collaborative workforce.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $375.8 million, a decrease of $89 million (-19 percent) below FY 2023 Actual. This funding level includes: a base reduction of $107.8 million for domestic Real Property Working Capital Fund (WCF) adjustments to offset WCF realignments to other Department bureaus; a $10.7 million increase for programmatic enhancements; and a $7.9 million increase in current services for the American Pay raises and the annualization of the 2023 and 2024 American Pay raises.

The -$107.8 million base realignment includes $91.1 million of bureau-managed funding and $16.7 million from American Salaries. These amounts are based on the personnel and operating expenses funded from A Bureau's DP allocation that provide enterprise-wide real property services to other bureaus in the Department. This reduction offsets commensurate increases to other bureaus funded by DP and other annual appropriations, enabling them to pay distributed Working Capital Fund charges in FY 2025. The Department intends to begin this transition in FY 2024, with full implementation in FY 2025.

The FY 2025 Request of $10.7 million for programmatic increases provides resources will help A Bureau modernize and meet 21st century challenges to the provision of efficient, innovative, and cost-effective services. The resources advance the U.S. National Security Strategy priorities of developing technology; investing in the citizenry; ensuring cybersecurity; achieving climate and energy security; implementing modern industrial and innovation strategies; and cooperating on shared challenges. The Request's programmatic increases are detailed below.

Support for Domestic Infrastructure, Sustainability, Safety, and the Future of Work: $6.4 million

The FY 2025 request includes $6.4 million to fund General Services Administration (GSA) rent increases required for the Department's domestic real property footprint in GSA-owned building.

Information Technology (IT) Working Capital Fund: $3.3 million

Funding will address adjustments tied to IT products and support provided by the Information Resource Management Bureau's IT Working Capital Fund. IT elements like desktops, laptops, and data port services will be updated to ensure a modern, secure, and agile Department IT platform.

Overseas Schools Programs: $594,000

The FY 2025 Request will fund A Bureau's efforts in support of the Department's international learning environment, including special needs education. Within this initiative, $400,000 will be dedicated to programmatic investments, including: (1) $200,000 to expand overseas schools' special needs learning programs to better serve students and families with such needs; and (2) $200,000 to help build resilient mental health cultures in overseas schools serving families of U.S. foreign affairs professionals.

The remaining $194,000 will fund one Civil Service position tasked with improving grants management oversight and liaising with recipient international schools.

Zero Emission Vehicle Infrastructure: **$500,000**

This investment is intended to accelerate implementation of Executive Order (E.O.) 14008[16] and E.O. 14057[17], primarily through the installation of electric vehicle charging infrastructure which will improve transportation sustainability and advance mobility.

Detailed Resource Summary

Bureau of Administration (A)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	663	33	1	-	697	354,094	110,693	464,787
FY 2024 Estimate	663	33	1	-	697	354,094	110,693	464,787
FY 2025 Built-in Changes								
2024 American Pay Raise	0	-	-	-	-	172	3,798	3,970
2025 American Pay Raise	-	-	-	-	-	92	1,613	1,705
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	997	997
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	1,266	1,266
Re-baseline FY24 PCRs for FY25 / Real Property WCF	(87)	-	-	-	(87)	(91,099)	(16,667)	(107,766)
Total Built-in Changes	-	-	-	-	-	(90,835)	(8,993)	(99,828)
FY 2025 Current Services	576	33	1	-	610	263,259	101,700	364,959
FY 2025 Program Changes								
GSA Rent	-	-	-	-	-	6,400	-	6,400
IT WCF	-	-	-	-	-	3,303	-	3,303
U.S. Overseas Schools	1	-	-	-	1	482	112	594
Zero-Emission Vehicles	-	-	-	-	-	500	-	500
Total Program Changes	1	-	-	-	1	10,685	112	10,797
FY 2025 Request	577	33	1	-	611	273,944	101,812	375,756

[16] E.O. 14008: Tackling the Climate Crisis at Home and Abroad. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/27/executive-order-on-tackling-the-climate-crisis-at-home-and-abroad/
[17] E.O. 14057: Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/12/08/executive-order-on-catalyzing-clean-energy-industries-and-jobs-through-federal-sustainability/

BUREAU OF ADMINISTRATION

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Administration (A)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Dep. Asst. Secretary for Global Information Services	5	-	1,767	5	-	1,767	5	-	1,876	-	-	109
Deputy Assistant Secretary for Logistics Management	9	-	2,561	9	-	2,561	9	-	2,639	-	-	78
Deputy Assistant Secretary for Operations	19	-	3,051	19	-	3,051	19	-	3,254	-	-	203
Directives	12	-	2,351	12	-	2,351	12	-	2,499	-	-	148
Executive Office	95	-	24,804	95	-	24,804	95	-	29,394	-	-	4,590
GSA & Other Rents Management	-	-	162,962	-	-	168,962	-	-	169,362	-	-	6,400
General Services Management	28	-	13,035	28	-	13,035	28	-	13,872	-	-	837
Information Program Services	164	-	57,321	164	-	57,321	164	-	59,481	-	-	2,160
Office of Allowances	14	-	3,623	14	-	3,623	14	-	3,811	-	-	188
Office of Emergency Management	11	-	1,307	11	-	1,307	11	-	1,416	-	-	109
Office of Facilities Management Services	75	-	100,412	75	-	100,412	-	-	-	(75)	-	(100,412)
Office of Language Services	44	-	7,576	44	-	7,576	44	-	8,173	-	-	597
Office of Overseas Schools	13	-	6,753	13	-	6,753	14	-	7,516	1	-	763
Office of Real Property Management	40	-	8,691	40	-	8,691	28	-	1,780	(12)	-	(6,911)
Office of Small and Disadvantaged Business Utilization	6	-	1,217	6	-	1,217	6	-	1,298	-	-	81
Office of the Assistant Secretary for Administration	11	-	3,427	11	-	3,427	11	-	3,573	-	-	146
Office of the Procurement Executive	5	-	326	5	-	326	5	-	353	-	-	27
Operations Management	21	-	6,154	21	-	6,154	21	-	6,434	-	-	280
Policy and Program Management	93	-	45,850	93	-	45,850	93	-	47,059	-	-	1,209
Presidential-Vice Presidential Travel Support	16	-	9,110	16	-	9,110	16	-	9,315	-	-	205
The Privacy Staff	16	-	2,489	16	-	2,489	16	-	2,651	-	-	162
Total	**697**	**-**	**464,787**	**697**	**-**	**470,787**	**611**	**-**	**375,756**	**(86)**	**-**	**(89,031)**

BUREAU OF ADMINISTRATION

Funds by Object Class

($ in thousands)

Bureau of Administration (A)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	81,850	81,850	75,990	(5,860)
1200 Personnel Benefits	35,207	35,207	32,450	(2,757)
2100 Travel & Trans of Persons	12,280	12,280	12,280	-
2200 Transportation of Things	167	167	167	-
2300 Rents, Comm & Utilities	163,672	169,672	173,375	9,703
2400 Printing & Reproduction	202	202	202	-
2500 Other Services	166,205	166,205	75,588	(90,617)
2600 Supplies and Materials	2,684	2,684	2,684	-
3100 Personal Property	692	692	1,192	500
4100 Grants, Subsidies & Contributions	246	246	246	-
4200 Insurance Claims & Indemnities	1,582	1,582	1,582	-
Total	**464,787**	**470,787**	**375,756**	**(89,031)**

ARMS CONTROL, DETERRENCE, AND STABILITY

Resource Summary

($ in thousands)

Arms Control, Deterrence, and Stability (ADS)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Arms Control, Deterrence, and Stability	36,881	36,881	41,329	4,448
Positions	138	138	138	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Arms Control, Deterrence, and Stability (ADS) strengthens U.S. national security by leading diplomatic efforts to promote global stability, reduce the risk of unintentional escalation, and deter conflict. ADS's efforts are a key element of U.S. integrated deterrence, with the Bureau negotiating and implementing a range of bilateral and multilateral risk reduction and arms control measures. ADS's work is critical to managing strategic competition with, and deterring malign efforts by, the People's Republic of China (PRC) and Russia; preventing costly arms races; reducing the risk of nuclear weapons use; maintaining U.S. leadership in multilateral security fora; and preserving peace and stability in the Indo-Pacific and Europe.

ADS's work spans the world. In the Indo-Pacific region, ADS conducts extended deterrence dialogues with Australia, Japan, and the Republic of Korea, and the Department is building regional and broader international support to facilitate bilateral risk reduction with the PRC. In Europe, ADS works closely with North Atlantic Treaty Organization (NATO) allies and partners to bolster confidence in U.S. security commitments and advance risk reduction efforts. ADS also leads multilateral engagement and advances U.S. policy objectives relating to nuclear arms control, disarmament, and international security issues in the United Nations (U.N.) and other multilateral bodies in Geneva, New York, and capitals worldwide. In addition, ADS plays a key role in U.S. engagement in multilateral organizations and international collaboration efforts in order to counter the PRC's and Russia's efforts to degrade U.S. influence.

ADS leads Department efforts to maintain limits on Russia's nuclear weapons, return Russia to compliance with the New Strategic Arms Reduction Treaty (New START), and demonstrate the United States' commitment to strategic stability. Given the approaching expiration of the New START treaty in 2026, it is particularly important for the United States to signal its resolve in advancing security objectives of the United States and its allies and partners. ADS activities around the world help the United States demonstrate that resolve.

The Bureau also: works to address the PRC's growing nuclear and missile arsenal, including hypersonic missile technology; leads U.S. participation in current efforts to reduce nuclear risks with the PRC and Russia; and directs U.S. involvement in a broad spectrum of multilateral arms control and disarmament bodies. Through these international bodies, ADS has made key contributions to U.S. efforts in establishing and strengthening norms of responsible behavior. For example, the Department played a key role in the 2023 adoption of a United Nations General Assembly (UNGA) resolution calling on states not to use radiological weapons and regularly focuses greater attention on the importance of restraint from production of fissile material for use in nuclear weapons. ADS is currently taking steps toward converting these norms of responsible behavior into binding measures through negotiation at the Conference on Disarmament in Geneva. ADS also emphasizes key elements of responsible behavior by nuclear weapon states.

ARMS CONTROL, DETERRENCE, AND STABILITY

ADS leads diplomatic endeavors to strengthen international efforts to uphold the prohibitions on chemical and biological weapons, a key element of the U.S. approach to deterrence for both state and non-state actors, such as terrorist groups.

ADS's focus on addressing the national security challenges posed by growing threats stemming from critical and emerging technologies resulted in the successful endorsement of the U.S.-led "Political Declaration on Responsible Military Use of Artificial Intelligence (AI) and Autonomy" by a wide and diverse range of partners. Launched in February 2023 at the Responsible AI in the Military Domain Summit (REAIM 2023) in the Hague, the Declaration promotes responsible behavior, shares lessons learned, and helps guide states' development and deployment of military AI in ways that promote respect for international law, security, and stability. ADS continues to lead activities aimed at implementing Declaration measures and building partner capacity to incorporate AI into military applications in a responsible manner.

Utilizing its Key Verification Assets Fund (V Fund), ADS supports the research, development, and acquisition of technologies and programs related to the verification of arms control, nonproliferation, and disarmament agreements and commitments. Associated Bureau projects engage organizations, researchers, scientists, and other experts to support operational requirements, facilitate dialogues, and explore arms control policy issues. These outputs of these initiatives expand the Department's ability to ensure stringent compliance with existing agreements and commitments related to Weapons of Mass Destruction (WMD).

ADS also oversees the National and Nuclear Risk Reduction Center (NNRRC), which is widely regarded as the gold standard for international crisis communication. The NNRRC serves as a 24/7/365 hub for transmission and translation of notifications with over 55 international partners on issues such as nuclear and conventional arms control; major strategic exercises; chemical weapons destruction; ballistic missile and Space Launch Vehicle (SLV) notifications; and international cyberattacks. To accomplish this, the Center maintains dedicated secure communications links with Russia and other countries, as well as a connection to the communications network of the Organization for Security and Cooperation in Europe. Operating in seven languages, the NNRRC processes over 9,000 governmental messages annually.

The Bureau's portfolio touches on an enormous range of technical, political, and military issues, making it essential that State be able to draw on global expertise from both within and outside the institution to address specific points of concern. Sponsored by the Under Secretary of State for Arms Control and International Security, the Department established the Secretary's International Security Advisory Board (ISAB) to meet this need. The Advisory Board provides the Department with a continuing source of independent insights and advice on all aspects of arms control, disarmament, nonproliferation, outer space, critical infrastructure, cybersecurity, emerging technologies, international security, and related aspects of public diplomacy. As needed, elements of the Department are able to access and apply this critical information in the planning, development, and execution of its program efforts.

BUREAU STRATEGIC GOALS

1. Pursue and Strengthen Verifiable Arms Control, Nonproliferation, and Disarmament Agreements and Commitments to Bolster U.S. National Security.
2. Strengthen Alliances and Partnerships to Minimize WMD Threats.
3. Address Emerging Security Challenges.
4. Enhance Verification Capabilities and Lead on Verification Issues in the International Arena.
5. Build a Reinvigorated and Diverse Bureau.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $41.3 million, an increase of $4.4 million above FY 2023 Actual. This increase includes $3.39 million to address the 2024 and 2025 American Pay raises; annualization of the 2023 and 2024 American Pay raises; annualization of the 2024 American Pay Raise; costs associated with the Information Technology Working Capital Fund (IT WCF); and costs associated with the Real Property Management Service Center of the Working Capital Fund (WCF).

The FY 2025 Request's program increases of $1.05 million will advance arms control objectives tied to Russia and the PRC, as well as International Security Advisory Board activities. Additional details on these investments are laid out below.

Russia and the PRC: Arms Control Objectives: $1 million

ADS will pursue bilateral initiatives with the PRC aimed at facilitating greater transparency and predictability in the growth and posture of the Chinese nuclear arsenal. These initial actions will be aimed at establishing the foundations for future constraints on the Chinese nuclear program, as well as on its space security programs.

With regard to Russia, ADS will utilize FY 2025 funding to support the development of proposals for, and the potential negotiation of, a follow-on to New START. The February 2026 expiration date of New START is rapidly approaching, and historically it takes significant time to negotiate a strategic arms control agreement.

These anticipated engagements with the PRC and Russia would include travel, considerable long-term temporary duty assignments from within the Bureau (10-15 staff), and participation by the legal (2-4 staff) and linguistic personnel (8-10 staff) required for negotiating delegations. It is anticipated that consultations and/or negotiations with Russia and the PRC would occur in various locations in Europe, the Indo-Pacific, and the United States. FY 2025 funds would be applied to: outreach and consultations with allies and partners; attendance at various representational events; local transportation; and technical support (e.g., communications, computers, translation equipment).

In addition, ADS will pursue conventional arms control initiatives with allies and responsible like-minded partners in light of Russia's destabilizing decision to withdraw from the Treaty on Conventional Armed Forces in Europe (CFE). Initiative activities will include outreach, consultations, and negotiations with interested partners on voluntary stability measures during the period in which States Parties are suspending their CFE obligations. Executing these activities will require funding for the costs associated with temporary duty travel for Bureau and legal personnel.

International Security Advisory Board (ISAB): $50,000

In 2023, the Department reconstituted the ISAB with a full 25-person membership. The increase in FY 2025 funding will ensure the board's ability to host multiple plenary and study group meetings, while still providing compensation to board members.

ARMS CONTROL, DETERRENCE, AND STABILITY

Detailed Resource Summary

Arms Control, Deterrence, and Stability (ADS)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	111	11	16	-	138	14,961	21,920	36,881
FY 2024 Estimate	111	11	16	-	138	14,961	21,920	36,881
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	26	812	838
2025 American Pay Raise	-	-	-	-	-	117	368	485
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	175	175
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	271	271
IT WCF (FY24)	-	-	-	-	-	307	-	307
Real Property Management Service Center Working Capital Fund (WCF)	-	-	-	-	-	1,322	-	1,322
Total Built-in Changes	-	-	-	-	-	1,772	1,626	3,398
FY 2025 Current Services	111	11	16	-	138	16,733	23,546	40,279
FY 2025 Program Changes								
Russia and the PRC: Arms Control Objectives	-	-	-	-	-	1,000	-	1,000
International Security Advisory Board (ISAB)	-	-	-	-	-	50	-	50
Total Program Changes	-	-	-	-	-	1,050	-	1,050
FY 2025 Request	111	11	16	-	138	17,783	23,546	41,329

Staff and Funds by Domestic Organization Units

($ in thousands)

Arms Control, Deterrence, and Stability (ADS)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
CTBTO Preparatory Commission	4	-	683	4	-	1,077	4	-	1,206	-	-	129
Deputy Assistant Secretary for Nuclear Affairs	1	-	342	1	-	269	1	-	302	-	-	33
Deputy Assistant Secretary for Regional Security Affairs	2	-	342	2	-	538	2	-	302	-	-	(236)
Office of Regional Security Cooperation (RSC)	8	-	2,391	8	-	2,154	8	-	2,413	-	-	259

ARMS CONTROL, DETERRENCE, AND STABILITY

Arms Control, Deterrence, and Stability (ADS)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Multilateral and Nuclear Affairs	12	-	4,098	12	-	3,230	12	-	3,620	-	-	390
Nuclear Risk Reduction Center	22	-	5,463	22	-	5,922	22	-	6,637	-	-	715
ADS Front Office	14	-	3,413	14	-	3,500	14	-	3,923	-	-	423
Office of Chemical and Biological Weapons Affairs	13	-	4,440	13	-	3,500	13	-	3,921	-	-	421
Office of Emerging Security Challenges	17	-	5,805	17	-	4,576	17	-	5,129	-	-	553
Office of Strategic Stability and Deterrence	8	-	2,732	8	-	2,154	8	-	2,413	-	-	259
Office of Verification, Planning, and Outreach	10	-	2,732	10	-	2,692	10	-	3,017	-	-	325
Principal Deputy Assistant Secretary	1	-	342	1	-	269	1	-	604	-	-	335
U.S. OSCE Arms Control Delegate	4	-	683	4	-	1,077	4	-	1,206	-	-	129
U.S. Rep Conf. on Disarmament	13	-	2,049	13	-	3,500	13	-	3,921	-	-	421
U.S. Rep Prohibition Chem Weapons	9	-	1,366	9	-	2,423	9	-	2,715	-	-	292
Total	**138**	**-**	**36,881**	**138**	**-**	**36,881**	**138**	**-**	**41,329**	**-**	**-**	**4,448**

Funds by Object Class

($ in thousands)

Arms Control, Deterrence, and Stability (ADS)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	16,219	16,219	17,500	1,281
1200 Personnel Benefits	6,864	6,864	7,352	488
2100 Travel & Trans of Persons	1,050	1,050	2,100	1,050
2300 Rents, Comm & Utilities	1,000	1,000	1,307	307
2400 Printing & Reproduction	75	75	75	-
2500 Other Services	11,498	11,498	12,820	1,322
2600 Supplies and Materials	100	100	100	-
3100 Personal Property	75	75	75	-
Total	**36,881**	**36,881**	**41,329**	**4,448**

BUREAU OF BUDGET AND PLANNING

Resource Summary

($ in thousands)

Bureau of Budget and Planning (BP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Budget and Planning	31,288	31,288	38,078	6,790
Positions	82	82	82	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Budget and Planning (BP) provides the Secretary of State and Department leadership with analyses and recommendations to ensure that programs, policies, initiatives, and operations are both adequately resourced and aligned to support U.S. foreign policy priorities. The Bureau administers the Department of State's budget and performance planning, formulation, presentation, and budget execution activities for its Diplomatic Engagement resources.

BP's mission is to justify and manage the Department of State's resources by delivering timely, accurate, and actionable information, as well as advocate for the funding required to achieve the Department's goals and objectives. The Director of BP also serves as the Department's Performance Improvement Officer (PIO), facilitating the Department's strategic planning and performance reporting, including the development of the Department of State and U.S. Agency for International Development (USAID) Joint Strategic Plan FY 2022-2026.[18]

The Bureau is responsible for the budgetary execution infrastructure for all Department missions and bureaus. In addition, BP formulates the Department's Diplomatic Engagement requests for the Office of Management and Budget (OMB) and Congress. Once the budget has been enacted, BP allocates Diplomatic Engagement appropriations and other funding sources in accordance with applicable law to meet the Department's strategic priorities.

BP, in partnership with the Department's Office of Foreign Assistance (F), maintains the Managing for Results framework, which includes guidance and resources for planning, budgeting, managing, and learning within the Department.

The Bureau also assists all missions and bureaus in their development of strategic plans informed by policy priorities. BP performs strategic reviews to report on the results of these efforts. The efforts are complemented by follow-on actions to design, manage, and assess the performance of programs, projects, and operations.

BUREAU STRATEGIC GOALS

1. Produce definitive and data-driven budget, planning, and performance recommendations and results that advance the Department's strategic priorities.

[18] The Joint Strategic Plan (JSP) can be found here: https://www.state.gov/wp-content/uploads/2022/03/Final-State-USAID-FY-2022-2026-Joint-Strategic-Plan_29MAR2022.pdf

2. Allocate resources in accordance with applicable law, financial guidance and regulations, and internal and external controls.
3. Strengthen the Department's strategic planning and performance management to improve resource and program decision-making.
4. Advance and optimize execution of BP's mission through focused investments and utilization of our talented workforce and information technology.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $38.1 million, an increase of $6.8 million from FY 2023 Actual. The increase includes $1.4 million in current service adjustments, including annualization of the 2024 and 2025 American pay raises and costs associated with the Real Property Working Capital Fund (WCF) adjustments. The increase also funds the Department's contribution, jointly with the Bureau of Comptroller and Global Financial Services, for the Office of Personnel Management's Federal Executive Board program.

The Request also includes $5.3 million for operations and maintenance of the Budget System Modernization (BSM) program. BSM supports the Department's funds control and execution system for all Diplomatic Engagement and Foreign Assistance funding. FY 2025 funding will support testing, enhanced help desk services, and increased end-user support for the program's approximately 2,100 global financial management users. State will also utilize these funds to advance the assessment of, maintenance on, and training for newly developed features and enhancements aimed at better serving system operators and users.

Detailed Resource Summary

Bureau of Budget and Planning (BP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	81	1	-	-	82	18,425	12,863	31,288
FY 2024 Estimate	81	1	-	-	82	18,425	12,863	31,288
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	4	456	460
2025 American Pay Raise	-	-	-	-	-	2	219	221
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	111	111
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	152	152
Real Property WCF	-	-	-	-	-	541	-	541
Total Built-in Changes	-	-	-	-	-	547	938	1,485
FY 2025 Current Services	81	1	-	-	82	18,972	13,801	32,773
FY 2025 Program Changes								
Budget System O&M	-	-	-	-	-	5,305	-	5,305

BUREAU OF BUDGET AND PLANNING

Bureau of Budget and Planning (BP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Total Program Changes	-	-	-	-	-	5,305	-	5,305
FY 2025 Request	81	1	-	-	82	24,277	13,801	38,078

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Budget and Planning (BP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Director of Budget and Planning	82	-	31,288	82	-	31,288	82	-	38,078	-	-	6,790
Total	**82**	**-**	**31,288**	**82**	**-**	**31,288**	**82**	**-**	**38,078**	**-**	**-**	**6,790**

Funds by Object Class

($ in thousands)

Bureau of Budget and Planning (BP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	8,807	8,807	9,174	367
1200 Personnel Benefits	4,198	4,198	4,769	571
2100 Travel & Trans of Persons	185	185	185	-
2300 Rents, Comm & Utilities	263	263	263	-
2400 Printing & Reproduction	133	133	133	-
2500 Other Services	17,594	17,594	23,446	5,852
2600 Supplies and Materials	46	46	46	-
3100 Personal Property	62	62	62	-
Total	**31,288**	**31,288**	**38,078**	**6,790**

OFFICE OF THE CHIEF OF PROTOCOL

Resource Summary

($ in thousands)

Office of the Chief of Protocol (CPR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Chief of Protocol	51,886	51,886	97,580	45,694
Positions	74	74	74	-

WHO WE ARE & WHY IT MATTERS

The Office of the Chief of Protocol seeks to advance the foreign policy objectives of the United States by creating an environment conducive to successful diplomacy. The Office of the Chief of Protocol (S/CPR) extends the first hand that welcomes presidents, prime ministers, ruling monarchs, and other leaders to the United States. By serving on the front lines of diplomatic engagement, S/CPR promotes cross-cultural exchange and builds new bridges of understanding between people and governments around the world.

The act of conducting diplomacy has changed significantly over the last several years. Despite these changes, the United States has remained strong and resilient through the pandemic and has proven that it can operate in new and creative ways. Established diplomacy starts and ends with human relationships, face to face interactions, shaking hands, and breaking through differences. These are the fundamental ways to carry out the art of protocol, but the Department now has the ability to leverage new tools and technology in order to build and strengthen relationships domestically and abroad.

S/CPR also has a responsibility to model and represent America's diversity by being more inclusive and equitable at every opportunity. This can begin from the moment Protocol engages with each and every visiting delegation. To reach the Department's goals, S/CPR must also fully invest in the people who have been at the core of the Office of Protocol for years, across administrations, empowering and building a true team to advance American foreign policy interests.

The Office of the Chief of Protocol is supported by seven divisions, serving in the distinct roles broken out below.

Blair House

The Blair House Division manages the President's Guest House, a 110-room complex totaling 70,000 square feet. The Division is responsible for the hospitality extended by the President to heads of state and heads of government during their stay in this historical building. The Division also provides and manages food and hospitality services during functions hosted by the Secretary of State and the Chief of Protocol.

Ceremonials

The Ceremonials Division plans, executes, and supports a wide range of ceremonial and official functions hosted by the President, Vice President, Secretary of State, and other high-ranking U.S. government officials. Events include, but are not limited to, official and state luncheons, ministerials, major international summits, receptions, and swearing-in ceremonies. In addition, the Ceremonials Division organizes the participation of the foreign

Diplomatic Corps members in special events and official public events, such as Joint Sessions of Congress, Presidential inaugurations, state funerals, and other ceremonies.

Diplomatic Affairs

The Diplomatic Affairs Division assists the Chief of Protocol in serving as the President's personal representative and liaison to Chiefs of Mission and Heads of Delegation in the United States. The Division coordinates all activities associated with the accreditation of bilateral Chiefs of Mission, Heads of Delegation, Chargés d'affaires, and Deputy Chiefs of Mission and their dependents, including matters relating to privileges and immunities.

Diplomatic Affairs directs the agreement process for new bilateral ambassadors and Heads of Delegation, including arrivals and the presentation of credentials to the President. The Division is responsible for maintaining the foreign Diplomatic Corps Order of Precedence for bilateral foreign Chiefs of Mission, Heads of Delegation, and Chargés d'affaires, as well as the publication of the foreign Diplomatic List. In addition, the Diplomatic Affairs Division implements the Department's oversight program for foreign domestic workers employed by foreign mission personnel.

Diplomatic Partnerships

The Diplomatic Partnership Division assists the Chief of Protocol in managing Protocol's overall liaison efforts with Chiefs of Mission and Heads of Delegations in the United States. The Division seeks to foster international goodwill and deepen bilateral and multilateral relationships while providing the Diplomatic Corps with greater insight and understanding of the United States' people, customs, and institutions.

The Diplomatic Partnerships Division furthers national interests and encourages international business investment. It achieves this while advancing the Administration's foreign policy goals by fostering an environment of mutual understanding and successful diplomacy. The Division pursues these goals through a broad range of programs and events, including Experience America, State of the Administration, Issue Roundtables, and the American Heritage Series.

Major Events

The Major Events Division in the Office of the Chief of Protocol logistically supports the President, Vice President, and Secretary of State in hosting major international multilateral summits, peace talks, and other international conferences, either in the United States or abroad. The Division is responsible for creating, staffing, and executing the infrastructure and logistics platform upon which these major events take place.

The Major Events Division manages the Department's Conference Tracker System (CTAS) for the registration and approval of all conferences hosted by the Department's bureaus or posts abroad. In addition, the Division is responsible for generating annual reports to the Office of Management and Budget (OMB) and the State Department's Office of the Inspector General (OIG) on conference costs.

OFFICE OF THE CHIEF OF PROTOCOL

Management

The Management Division provides administrative support functions for the Office of the Chief of Protocol. These functions include financial management, human resources, information technology, procurement, contracting, and property and records management.

The Division establishes and maintains management and internal control systems to ensure accountability; promote efficiency; and safeguard against waste, fraud, and mismanagement of U.S. government resources. The Division manages the Bureau's capital resources and ensures the effective implementation of the Chief of Protocol's policies and programs.

Visits

The Visits Division plans, arranges, and executes detailed programs for visiting Chiefs of State and Heads of Government. The Division takes a lead role in the logistical planning of everything from bilateral meetings with the President, First Lady, Vice President, and Secretary of State, to Official and State visits and large-scale international meetings and summits.

In advance of a visit, the Visits Division works with the visiting leader's delegation and embassy staff to create a detailed schedule. In addition, the Visits Division assists and accompanies Presidential Delegations while traveling to events abroad.

The Diplomatic Gifts Unit, within the Visits Division, receives all diplomatic gifts on behalf of White House and Department of State officials, and the Unit maintains records pertaining to diplomatic gifts.

BUREAU STRATEGIC GOALS

1. Design modern protocol principles in line with advancing international relationships through coordination and execution of major events and conferences for the Department of State and the White House.
2. Enhance diplomatic partnerships by increasing exposure of the foreign diplomatic representatives to U.S culture, people, places, and customs.
3. Expand coverage of the Domestic Worker In-person Registration Program to include all workers holding A-3 and G-5 visas employed in the United States, to include those working for foreign consulate personnel.
4. Demonstrate excellent stewardship of resources while providing efficient and effective management towards mission execution.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $97.6 million, an increase of $45.7 million above FY 2023 Actual. The request includes current services adjustments of +$1.4 million in Working Capital Fund (WCF) cost adjustments, and $989,000 for the 2024-2025 American pay raises and related annualizations.

OFFICE OF THE CHIEF OF PROTOCOL

The Request contains $62.9 million to begin FY 2025 preparations for the G-20 Summit in FY 2026, and a reduction of $19.5 million in the baseline budget for Major Events to non-recur funding for the FY 2023 Asia-Pacific Economic Cooperation (APEC) Conference. Additional details regarding the summit are laid out below.

G-20 Summit

The G-20 includes over 60 Finance and Sherpa track meetings and ministerials, culminating in a Leaders' Summit. FY 2025 funding will be utilized to secure the required leased space in hotels, convention centers, and off-site properties; license agreements will need to be executed to confirm/hold the leased space in FY 2025, ahead of the actual event. Many properties are demanding fully paid license agreements years in advance.

As a result, funding will be required well in advance of November or December 2025 to begin securing the necessary functional meeting space, hotel sleeping space, transportation, and related logistical support requirements. With the need to move early in FY 2025, there is little room to delay in securing and paying for the functional space in suitable facilities across all cities that will be hosting events.

In addition to identifying the cities that have the capability and securing the functional exhibition facilities to host G-20 events, it will be necessary to compete and award contracts to vendors capable of providing full-service event design; fabrication; audio visual; lighting; visual effects; webcasting; summit TV; and other specialized services.

The contract solicitation process must begin early in FY 2025 to allow time to fully develop a Request for Proposal (RfP) that will be actively competed among pre-qualified production-decor and technical service vendors to support the G-20 events. Contract award and funding will be required in early FY 2025 to enable the selected vendors to begin participating in the design process as cities are chosen; pre-advance trips are arranged to begin what will be a continual process through the end of calendar year 2026.

The White House is considering hosting this event in a city outside of the National Capital Region, for which the FY 2025 Request includes incidental costs such as planning trips, staff and vendor travel, and equipment installation. The Department will keep Congress apprised as the selection process moves forward.

Detailed Resource Summary

Office of the Chief of Protocol (CPR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	74	-	-	-	74	40,135	11,751	51,886
FY 2024 Estimate	74	-	-	-	74	40,135	11,751	51,886
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	473	473
2025 American Pay Raise	-	-	-	-	-	55	200	255
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	103	103
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	158	158

OFFICE OF THE CHIEF OF PROTOCOL

Office of the Chief of Protocol (CPR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Re-baseline to Major Events Base	-	-	-	-	-	(19,545)	-	(19,545)
Working Capital Funds (WCF)	-	-	-	-	-	1,400	-	1,400
Total Built-in Changes	-	-	-	-	-	(18,090)	934	(17,156)
FY 2025 Current Services	74	-	-	-	74	22,045	12,685	34,730
FY 2025 Program Changes								
G20	-	-	-	-	-	62,850	-	62,850
Total Program Changes	-	-	-	-	-	62,850	-	62,850
FY 2025 Request	74	-	-	-	74	84,895	12,685	97,580

Funds by Object Class

($ in thousands)

Office of the Chief of Protocol (CPR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	12,072	12,072	16,087	4,015
1200 Personnel Benefits	2,914	2,914	3,635	721
2100 Travel & Trans of Persons	1,785	1,785	3,882	2,097
2200 Transportation of Things	22	22	47	25
2300 Rents, Comm & Utilities	669	669	1,456	787
2400 Printing & Reproduction	408	408	888	480
2500 Other Services	2,677	2,677	5,823	3,146
2600 Supplies and Materials	1,116	1,116	2,426	1,310
3100 Personal Property	223	223	486	263
9000 Other	30,000	30,000	62,850	32,850
Total	**51,886**	**51,886**	**97,580**	**45,694**

BUREAU OF THE COMPTROLLER AND GLOBAL FINANCIAL SERVICES

Resource Summary

($ in thousands)

Bureau of the Comptroller and Global Financial Services (CGFS)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Comptroller and Global Financial Services	164,679	164,189	186,498	21,819
Positions	471	471	471	-

[1] *Due to net transfers, the FY 2023 Actual is $490,000 higher than the FY 2023 Adjusted Enacted level of $164.2 million.*

WHO WE ARE & WHY IT MATTERS

The Bureau of the Comptroller and Global Financial Services (CGFS) implements and oversees financial management services, programs, and systems. The Bureau's core responsibilities include: executing global accounting and disbursing services; providing global compensation services for American, locally employed (LE) staff, and Foreign Service annuitants; undertaking the development and maintenance of corporate financial resource management systems; developing Department-wide financial reporting and policy; administering the Department's management controls program; serving as liaison with the Government Accountability Office (GAO); delivering transactional support for overseas posts; furnishing interagency coordination for the International Cooperative Administrative Support Services (ICASS); coordinating disbursements from the Emergencies in the Diplomatic and Consular Service account (EDCS or K Fund); and addressing the administration of official donations and gifts to the Department of State.

The Bureau's strategic focus is largely derived from the Chief Financial Officers (CFO) Act of 1990, the President's management initiatives, and the Department's and Bureau's Strategic Plans. CGFS supports the Department's Joint Strategic Plan's Goal Four: "*Revitalize the Diplomatic and Development Workforce and Institutions,*" by delivering a well-managed, modern, and responsive financial platform and services that support the Department's operations.

The Bureau's business is conducted globally on a 24/7 basis in over 137 foreign currencies. CGFS's portfolio accounts for over $83.1 billion in budgetary resources and $116 billion in assets, expended through more than 500 separate fiscal funds. CGFS's financial management platform operates financial services and systems that are ISO-9001:2015 and Capability Maturity Model Integration (CMMI) certified. While CGFS is headquartered in Washington D.C., it operates two integrated financial service centers in Charleston, SC and Bangkok, Thailand, along with post support offices in: (1) Paris, France; (2) Manila, The Philippines; and (3) Sofia, Bulgaria.

The Bureau's services and systems are critical to compensating State's employees, paying its vendors and grantees, collecting debts, and disbursing funds. CGFS provides foreign currency disbursing services through 248 bank accounts in 180 countries to support the Department's and other USG customer agency's operations overseas. These disbursing services include more than $17.5 billion in Electronic Funds Transfer (EFT) payments (U.S. dollar and foreign currency) and $130 million in check payments. CGFS also: manages and monitors 328 cashiers worldwide; addresses cash advances of $20 million; and receives overseas collections of $2.5 billion annually. Each month the Bureau pays more than 117,000 Foreign Service members, Civil Service employees, and LE staff for the Department and other customer agencies in 185 host country pay plans, as well as Foreign Service annuitants.

BUREAU OF THE COMPTROLLER AND GLOBAL FINANCIAL SERVICES

CGFS provides organizational support to the ICASS Service Center (ISC). The ISC plays a critical role in working with the Department's interagency partners to effectively administer the interagency-funded ICASS program, which supports consolidated management operations at United States missions overseas.

The Bureau also is responsible for the management of the K Fund and the Department's Gift Registry. The K Fund provides for unforeseen emergencies arising in the diplomatic and consular service as well as other authorized costs including domestic representation, evacuations, and rewards. In addition, the EDCS Office maintains a post evacuation portal and provides support related to emergency evacuations.

CGFS continues to uphold the Department's strong focus on executing financial management fundamentals with a high level of proficiency through its quality financial services, on-time, accurate financial statements that achieve unmodified ("clean") audit opinions, financial systems and processes that embrace federal and departmental requirements and initiatives, and efficient risk management and sound internal controls over financial reporting. The Bureau's strong dedication to providing day-to-day global financial services for the Department and customer agencies is further bolstered by its commitment to ISO-9001 certified operations and the CMMI standard for resource management systems development.

BUREAU STRATEGIC GOALS

1. Deliver world-class financial services and systems to our customers effectively and efficiently.
2. Establish and administer an accountable, transparent, prudent, and rigorous internal control, compliance, and financial reporting environment that reflects statutory, administration, and departmental guidance.
3. Facilitate interagency coordination and liaison activities that support Department operations and delivery of effective, consolidated administrative and financial shared services.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $186.5 million, an increase of $21.8 million above the FY 2023 Actual level and $22.3 million above the FY 2023 Adjusted Enacted level. The increase dedicates $13.2 million to current service adjustments, including annualization of the 2024 and 2025 American pay raises; the absorption of overseas price inflation; and cost adjustments associated with the Real Property Working Capital Fund (WCF).

CGFS is committed to providing effective and efficient corporate financial management services, programs, and systems that support the achievement of the United States' foreign policy goals and mission. The FY 2025 Request will enable the Department to meet all Federal Compliance requirements and improve the suite of financial systems used to generate proper financial reporting and operating efficiencies.

The Request also includes an increase of $8.6 million to address the program changes listed below.

Global Foreign Affairs Compensation System (GFACS): $5 million

As the Department's provider of overseas payroll services for civilian agencies, GFACS processes the compensation for over 117,000 Locally Employed (LE), Civil Service, and Foreign Service staff, as well as Foreign Service Annuitants. FY 2025 funding will support adaptive enhancements as well as operation and

maintenance (O&M) requirements for American Payroll, LE Payroll, and the Foreign Service Annuity systems. Associated activities will include bringing all the platforms up to a common PeopleTools 8.60 version.

CGFS efforts will also focus on keeping up with the latest federal and state tax changes, such as California's Community Assistance, Recovery, and Empowerment (CARE) Act impact on taxation of Student Loan Repayment Program payments.

Pay Intake Modernization: $2.8 million

CGFS began its Pay Intake Modernization effort in FY 2022. Aimed at achieving the Bureau's goal of improving customer experience when utilizing CGFS systems, project actions include automating the payroll request intake process, decreasing the time required to process payroll actions, and identifying areas where the Department can promote greater client satisfaction.

Continuing this effort, CGFS will utilize increased funding for system development and enhancements, independent verification and validation, cybersecurity, project management, customer support, operations and maintenance, communications, and training.

Information Technology (IT) Working Capital Fund (WCF): $843,000

The FY 2025 request will support necessary cost adjustments associated with the IT WCF.

Detailed Resource Summary

Bureau of the Comptroller and Global Financial Services (CGFS)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	441	19	11	-	471	90,195	74,484	164,679
FY 2024 Estimate	441	19	11	-	471	89,705	74,484	164,189
FY 2025 Adjusted Base	441	19	11	-	471	89,705	74,484	164,189
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	310	2,493	2,803
2024 Overseas Price Inflation	-	-	-	-	-	512	-	512
2025 American Pay Raise	-	-	-	-	-	155	723	878
Absorption of FY 2024 Overseas Price Inflation	-	-	-	-	-	(512)	-	(512)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	610	610
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	831	831
Real Property WCF	-	-	-	-	-	8,568	-	8,568

BUREAU OF THE COMPTROLLER AND GLOBAL FINANCIAL SERVICES

Bureau of the Comptroller and Global Financial Services (CGFS)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Total Built-in Changes	-	-	-	-	-	9,033	4,657	13,690
FY 2025 Current Services	441	19	11	-	471	98,738	79,141	177,879
FY 2025 Program Changes								
IT WCF	-	-	-	-	-	843	-	843
Pay Intake Modernization	-	-	-	-	-	2,776	-	2,776
Global Foreign Affairs Compensation (GFACS)	-	-	-	-	-	5,000	-	5,000
Total Program Changes	-	-	-	-	-	8,619	-	8,619
FY 2025 Request	441	19	11	-	471	107,357	79,141	186,498

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of the Comptroller and Global Financial Services (CGFS)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Comptroller	76	-	60,100	76	-	59,894	76	-	65,796	-	-	5,696
Deputy Comptroller (Charleston)	313	-	63,299	313	-	63,192	313	-	67,199	-	-	3,900
Deputy Comptroller (Washington)	71	-	41,280	71	-	41,103	71	-	53,503	-	-	12,223
Total	**460**	**-**	**164,679**	**460**	**-**	**164,189**	**460**	**-**	**186,498**	**-**	**-**	**21,819**

Staff and Funds by Post

($ in thousands)

Bureau of the Comptroller and Global Financial Services (CGFS)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
FSC Bangkok	10	-	-	10	-	-	10	-	-	-	-	-
France, Paris	1	-	-	1	-	-	1	-	-	-	-	-
Total	**11**	**-**	**-**	**11**	**-**	**-**	**11**	**-**	**-**	**-**	**-**	**-**

BUREAU OF THE COMPTROLLER AND GLOBAL FINANCIAL SERVICES

Funds by Object Class

($ in thousands)

Bureau of the Comptroller and Global Financial Services (CGFS)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	52,938	52,938	56,575	3,637
1200 Personnel Benefits	31,845	31,845	33,342	1,497
2100 Travel & Trans of Persons	1,577	1,577	1,950	373
2300 Rents, Comm & Utilities	6,339	6,339	6,450	111
2400 Printing & Reproduction	150	150	165	15
2500 Other Services	66,639	66,149	82,689	16,050
2600 Supplies and Materials	459	459	495	36
3100 Personal Property	4,732	4,732	4,832	100
Total	**164,679**	**164,189**	**186,498**	**21,819**

CYBERSPACE AND DIGITAL POLICY

Resource Summary

($ in thousands)

Cyberspace and Digital Policy (CDP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Cyberspace and Digital Policy (CDP)	23,751	23,751	25,135	1,384
Positions [1]	108	108	110	2

[1] *Position total includes 7 funded with Creating Helpful Incentives to Produce Semiconductors (CHIPS) resources.*

WHO WE ARE & WHY IT MATTERS

Technology is a source of national power. Ranging from arms control to democracy and human rights to global health and climate change, nearly all foreign policy issues will be greatly impacted by today's investments in cyber, digital, and emerging technology diplomacy. Utilized fairly and judiciously, technological innovation will help improve lives around the world, advance democracy, promote economic mobility, and help the global community address shared challenges.

The stakes for international technology diplomacy are high. From the promotion of free markets to helping ensure nations' equitable treatment of individuals, U.S. and democratic values will succeed only if rights-respecting countries prevail in the competitions now being waged over the development, deployment, and use of critical and emerging technologies. In order to prevail in this global rivalry, the United States must develop common understandings of trust, interoperable standards, and shared practices and values through close cooperation with its partners and allies.

Recognizing the growing role of technology as a cross-cutting national security issue, the State Department established the Bureau of Cyberspace and Digital Policy (CDP) in April 2022 to lead and coordinate U.S. diplomacy on cyber and digital policy. The Bureau's activities address both the national security challenges and economic opportunities presented by cyberspace and digital technologies. Through its efforts, CDP promotes standards and practices that are fair, transparent, and support the rights-respecting use of technology.

CDP's work empowers U.S. leadership in cyber, digital, and technology diplomacy through its: robust engagement with multilateral organizations and the multi-stakeholder community; targeted bilateral activities; and promotion of responsible and rights-respecting state behavior in cyberspace.

BUREAU STRATEGIC GOALS

1. Advance cyber and digital policies that align with U.S. national interests and foreign policy objectives.
2. Integrate and elevate U.S. cyberspace and digital foreign policy through robust communication and collaboration with other elements of the Department and Interagency.
3. Create a positive, career-enhancing place to work, with clear processes and a cohesive bureau culture that values innovation and collaboration.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

CYBERSPACE AND DIGITAL POLICY

JUSTIFICATION OF REQUEST

The FY 2025 Request is $25.1 million, an increase of $1.4 million above FY 2023 Actual. The increase contains: $672,000 for the 2024 and 2025 American Salaries Pay raise and the annualization of the 2023 and 2024 pay increases; $396,000 for two new Civil Service (CS) positions in the Office of the Coordinator for Digital Freedom (CDF); and, $316,000 for restructured Real Property services through the Working Capital Fund (WCF).

The 2023 National Cybersecurity Strategy underscores the imperative need for the U.S. Government to help ensure the Internet remains open, global, interoperable, reliable, and secure; however, the strategy further stipulates that these goals must be achieved in a manner anchored in universal values that respect human rights and fundamental freedoms. Digital connectivity should be a tool that uplifts and empowers people everywhere, rather than a force of repression and coercion.

Pursuant to this, CDF is leading U.S. foreign policy efforts to advance an affirmative, rights-based approach to the design, use, and governance of digital technology. This approach supports democracy, counters digital authoritarianism, and strengthens U.S. leadership abroad. In its implementation, the Department partners with foreign governments, international organizations, and civil society groups around the world to develop global frameworks that promote rights-respecting technology governance on issues like artificial intelligence (AI), digital information integrity, and digital inclusion.

Enacting systemic change is most readily accomplished when stakeholders are provided with a concrete, forward-looking example to examine and emulate. This is no less true regarding the United States' efforts to positively impact the current and future use of technology and innovation in the areas of governance, statecraft, and strategic planning. CDF works to systematize digital freedom as a foundation of technology diplomacy within the Bureau, across the Department and U.S. Agency for International Development, and throughout the U.S. government.

When CDP was established in 2022, CDF was allocated one Foreign Affairs Officer, two Foreign Service Officers, and a Senior Coordinator. The FY 2025 Request includes two additional Foreign Affairs Officer positions to enhance personnel capacity and enable CDF to:

- exercise its coordination functions within the Bureau, Department, and interagency on critical digital freedom priorities, including digital information integrity, rights-based AI governance, countering digital authoritarianism, and digital inclusion;
- develop and maintain the scientific and technological expertise, and staffing continuity, required by stakeholders as they learn to further integrate those technical issues into political, economic, and security policy;
- ensure the Department and U.S. Government's work on cybersecurity and digital economy issues incorporates democracy and human rights considerations as core values; and
- advance an affirmative U.S. vision for digital technologies, democracy, and human rights in multilateral diplomacy. This vision will serve as an alternative to authoritarian encroachment in these spaces, including from the People's Republic of China, Russia, and Iran.

CYBERSPACE AND DIGITAL POLICY

Detailed Resource Summary

Cyberspace and Digital Policy (CDP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	89	19	-	-	108	6,596	17,155	23,751
FY 2024 Estimate	89	19	-	-	108	6,596	17,155	23,751
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	7	267	274
2025 American Pay Raise	-	-	-	-	-	-	220	220
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	89	89
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	89	89
Real Property WCF	-	-	-	-	-	304	-	304
Total Built-in Changes	-	-	-	-	-	311	665	976
FY 2025 Current Services	89	19	-	-	108	6,907	17,820	24,727
FY 2025 Program Changes								
Real Property WCF Increase	-	-	-	-	-	12	-	12
Digital Freedom Unit	2	-	-	-	2	167	229	396
Total Program Changes	2	-	-	-	2	179	229	408
FY 2025 Request	91	19	-	-	110	7,086	18,049	25,135

Staff and Funds by Domestic Organization Units

($ in thousands)

Cyberspace and Digital Policy (CDP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Bilateral and Regional Affairs	17	-	3,720	17	-	3,720	17	-	3,890	-	-	170
CDP Front Office	6	-	1,676	6	-	1,676	6	-	1,733	-	-	57
DAS for International Cyberspace Security	1	-	307	1	-	307	1	-	320	-	-	13
DAS for International Info and Comms	1	-	296	1	-	296	1	-	309	-	-	13
Digital Freedom Unit	4	-	1,416	4	-	1,416	6	-	1,852	2	-	436
Executive Office	11	-	2,281	11	-	2,281	11	-	2,361	-	-	80
Global Policy Plans and Negotiations	9	-	1,895	9	-	1,895	9	-	1,979	-	-	84
International Engagement and Capacity Building	11	-	2,317	11	-	2,317	11	-	2,420	-	-	103

CYBERSPACE AND DIGITAL POLICY

Cyberspace and Digital Policy (CDP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Multilateral Affairs	17	-	3,543	17	-	3,543	17	-	3,708	-	-	165
Strategic Planning and Comms	13	-	2,252	13	-	2,252	13	-	2,334	-	-	82
Technology and Security Policy	7	-	1,522	7	-	1,522	7	-	1,592	-	-	70
Threat Management and Operational Coordination	11	-	2,526	11	-	2,526	11	-	2,637	-	-	111
Total	**108**	**-**	**23,751**	**108**	**-**	**23,751**	**110**	**-**	**25,135**	**2**	**-**	**1,384**

Funds by Object Class

($ in thousands)

Cyberspace and Digital Policy (CDP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	13,411	13,369	14,051	640
1200 Personnel Benefits	4,073	4,131	4,343	270
2100 Travel & Trans of Persons	1,830	1,700	1,800	(30)
2200 Transportation of Things	7	25	25	18
2300 Rents, Comm & Utilities	821	508	508	(313)
2400 Printing & Reproduction	31	40	40	9
2500 Other Services	3,400	3,821	4,211	811
2600 Supplies and Materials	178	157	157	(21)
Total	**23,751**	**23,751**	**25,135**	**1,384**

BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND LABOR

Resource Summary

($ in thousands)

Bureau of Democracy, Human Rights, and Labor (DRL)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Democracy, Human Rights and Labor	52,561	52,561	58,380	5,819
Positions	217	217	222	5

WHO WE ARE & WHY IT MATTERS

The Bureau of Democracy, Human Rights, and Labor (DRL) plays a leading role in supporting the democracy and human rights objectives of the Administration's 2022-2026 Joint Strategic Plan (JSP), National Security Strategy, and key Executive Orders. The highly motivated officers of DRL conduct and shape bilateral and multilateral diplomacy, formulate public and private messaging to advance these objectives, and design and manage programs that promote democracy and human rights. Through policy engagement and foreign assistance programs around the world, DRL counters authoritarianism, combats transnational repression, furthers respect for human rights and fundamental freedoms, empowers civil society and historically marginalized groups, strengthens independent media, and supports internationally recognized labor standards.

DRL's daily work, as engrained in the Bureau's mission, is at the heart of the President's national security priorities of defending human rights and fundamental freedoms, including freedoms of expression, peaceful assembly, and religion or belief, as well as upholding justice and the rule of law. DRL led the successful effort to host the first and second Summit for Democracy, a key national security priority, and the Bureau supported the Republic of Korea in hosting the third summit.

DRL is at the center of the critical work to strengthen democracy around the world and fight authoritarian trends. As democratic backsliding progresses around the world, DRL continues its vital work of strengthening democratic institutions and promoting fundamental rights. DRL achieves this by providing support to at-risk members of civil society, including human rights defenders and political prisoners. DRL also implements the Presidential Initiative for Democratic Renewal (PIDR), which supports free and independent media, combats corruption, aids democratic reformers, and advances technology for democracy.

DRL's work is also the core of the national security priorities to counter both the Russian Federation and People's Republic of China's (PRC's) aggressive undermining of the fundamental, post-World War II human rights architecture and the spread of their autocratic, repressive practices. Russia's illegal invasion of Ukraine was an attack on the United Nations (UN) Charter, the inviolability of borders, and a country's freedom to choose its path. Of comparable concern, the PRC is seeking to rewrite the international order using its economic coercive tools, cultural, and political power.

Both Russia and the PRC demonstrate the progression of domestic repression to external aggression or aggressive policies. Both countries are also actively engaged in undermining international human rights. In helping to counter this, DRL promotes accountability for human rights violations and abuses through various mechanisms, including: the Global Magnitsky sanctions program and human rights-based visa restrictions under authorities such as Section 7031(c) of the annual State Department Appropriations Act and Section 212(a)(3)(C) of the Immigration and Nationality Act, which includes the Khashoggi Ban to target individuals involved in the transnational repression of dissidents.

BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND LABOR

DRL works to bolster the UN Guiding Principles to promote and protect human rights through multilateral engagement at the UN and via bilateral relationships. The United States sought and won an elected seat to the UN Human Rights Council (HRC) in 2022, the premier multilateral body focused on human rights issues. DRL works closely with the Bureau of International Organization Affairs to ensure that U.S. human rights priorities are reflected at the UN.

To ensure that U.S. security assistance supports Administration policy priorities and does not fall into the wrong hands, DRL implements the Leahy Law to vet U.S. assistance to foreign security forces to ensure recipients have not committed gross violations of human rights. With support from Congress, DRL has significantly expanded its vetting team, thereby enabling staff to dig deeper into cases.

DRL provides training for Foreign Service employees and others in the interagency on recognizing early warning signs of potential atrocities, as well as methods for preventing and responding to atrocities. In addition, the Bureau serves as the Department lead for U.S. efforts to counter transnational repression undertaken by authoritarian governments, such as the actions taken by the PRC against ethnic and religious minorities like the Uyghurs. DRL leverages bilateral and multilateral relationships to increase the awareness of, and cooperate with, other governments to jointly address and raise the cost of transnational repression efforts. DRL shares best practices with likeminded countries on identifying areas of concern, countering transnational repression, and supporting those under threat.

DRL promotes worker rights and democratic worker organizations, including independent unions, to help achieve inclusive growth, enhance stability, and level the playing field for American workers and businesses. DRL does this by collaborating with partners to promote international labor standards, with an emphasis on freedom of association, the right to peaceful assembly, and collective bargaining. DRL contributes to efforts to prevent, identify, and remedy supply-chain labor-rights violations, including the use of forced labor.

Internet freedom is under assault, with governments imposing internet shutdowns, stifling dissent, curbing the free flow of information, and pushing out disinformation and propaganda. DRL galvanizes international support for global internet freedom and an open and secure internet, in part by leading U.S. engagement in the Freedom Online Coalition. DRL works with strategic global partners to: raise specific challenges facing civil society; encourage governments to respect the rights and freedoms of journalists; and help establish and maintain key civil society networks and professional partnerships. DRL is also at the forefront of developing policies to use technology to shore up the foundations of democracy. DRL also works to promote respect for human rights by U.S. and international businesses, including through the development of due diligence guidance to promote responsible business conduct.

Created by the Global Anti-Semitism Review Act of 2004, the Office of the Special Envoy to Monitor and Combat Antisemitism (J/SEAS) serves as the key Department strategist and focal point in the design, development, and implementation of policies and projects in support of international efforts to address antisemitism. J/SEAS is led by an Ambassador-level Special Envoy, who reports to the Secretary. Among other responsibilities, J/SEAS represents the U.S. position on antisemitism in diplomatic engagements, international discussions, and public fora.

In support of Joint Strategic Plan objectives to uphold universal values and promote human dignity, DRL supports the use of diplomatic and programmatic tools to ensure the United States' international relationships and foreign assistance promote nondiscriminatory practices and laws. Led by the first-ever Special Representative on Racial

Equity and Justice, and in line with Executive Order (E.O.) 13985[19], DRL supports locally-led efforts around the world to combat racial and ethnic violence and ensure fairness in the administration of justice. These efforts are complemented by the Bureau's work in calling on the international community to prevent incidents of injustice and violence based on race or ethnicity.

DRL also leads Department efforts to implement the President's Memorandum on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI+) Persons Around the World[20] through the work of the Special Envoy to Advance the Human Rights of LGBTQI+ Persons, including managing the multi-donor Global Equality Fund. In addition, DRL promotes the rights of persons with disabilities around the world, as led by the Special Advisor for International Disability Rights. DRL supports the work of the White House Gender Policy Council by ensuring that U.S. strategies, policies, and programs advance the country's commitments under the U.S. Strategy on Women, Peace, and Security and respond to gender-based violence.

DRL measures program performance by working with implementing partners to develop and execute program-level monitoring and evaluation plans, including standard indicators. The findings of the resulting performance reports then contribute to the Department's achievement of its broader strategic goals and objectives. In addition, DRL evaluates programs to ensure alignment with appropriate national strategic objectives, including the National Security Strategy, National Cyber Strategy, and Global Fragility Act.

BUREAU STRATEGIC GOALS

1. Advance Respect for Human Rights and Labor Rights: Increase respect for universal human rights and labor rights through bilateral and multilateral diplomatic engagement and foreign assistance.
2. Bolstering Democracy: Support democracies' resilience, halt backsliding, and counter malign influence by strengthening civil society, independent media, political parties, and labor unions, including the Summit for Democracy process.
3. Promote Accountability: Ensure U.S. security assistance, foreign aid, and economic policies are consistent with human rights and democratic principles; coordinate sanctions and visa restriction tools with U.S. partners and allies; support institutions and processes that facilitate human rights.
4. Support Marginalized Groups: Protect and Advance the rights of marginalized populations and traditionally underserved communities around the world.
5. Strengthen the effectiveness of our expenditures by increasing the use of evidence in decision-making, building partner capacity, and exploring innovative approaches to conduct our work, including providing State Department officials with in-house training on ways to most effectively advance DRL-related issues.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $58.4 million, an increase of $5.8 million above FY 2023 Actual. The increase incorporates an additional $2.6 million for adjustments to the Real Property Working Capital Fund (WCF) and

[19] E.O. 13985: Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. https://www.whitehouse.gov/briefing-room/presidential-actions/2023/02/16/executive-order-on-further-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/

[20] https://www.whitehouse.gov/briefing-room/presidential-actions/2021/02/04/memorandum-advancing-the-human-rights-of-lesbian-gay-bisexual-transgender-queer-and-intersex-persons-around-the-world/

Information Technology (IT) WCF; +$1.3 million for American Pay raises, the annualization of the American Pay raises, and locally employed (LE) staff wage increases; and a -$420,000 realignment to the Bureau of Population, Refugees, and Migration (PRM) for support on population issues.

Democracy, Human Rights, and Labor Officers: +$2 million

The FY 2025 increase for DRL includes $2 million to support three new Foreign Service positions that will serve as Regional Human Rights Officers. These positions will advise the Chiefs of Missions on the bilateral and multilateral promotion of democracy and human rights related issues. The Officers will also advance for U.S. human rights policy positions with host government counterparts, the Human Rights Council, the UN High Commissioner for Human Rights, and other international organizations and non-governmental organizations.

Efforts will focus on the development of policies and programs to address the promotion of democracy, human rights, and labor. In addition, these positions will support U.S. global competition with the PRC; the implementation of the Department's Indo-Pacific Strategy; the synchronization with, and inclusion of, human rights efforts of Department of Defense counterparts; and the bolstering regional human rights mechanisms.

Office of the Special Envoy to Monitor and Combat Antisemitism (J/SEAS): +$396,000

The FY 2025 Request includes +$396,000 to fund two new CS positions in J/SEAS. In 2021, in response to the dramatic rise of antisemitism around the world, Congress elevated the rank of the Special Envoy to that of Ambassador. Since then, the Special Envoy has worked with Administration officials on several targeted high-level initiatives, including the development and release of the first-ever U.S. National Strategy to Counter Antisemitism earlier this year. Circumstances drastically worsened following the October 7, 2023 terrorist attacks on Israel, and global antisemitism has steadily increased.

Detailed Resource Summary

($ in thousands)

Bureau of Democracy, Human Rights, and Labor (DRL)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	183	32	2	-	217	18,094	34,467	52,561
FY 2024 Estimate	183	32	2	-	217	18,094	34,467	52,561
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	27	442	469
2024 LE Staff Wage Increase	-	-	-	-	-	3	-	3
2025 American Pay Raise	-	-	-	-	-	25	443	468
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	196	196
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	147	147

BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND LABOR

Bureau of Democracy, Human Rights, and Labor (DRL)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
IT WCF	-	-	-	-	-	1,254	-	1,254
Real Property WCF	-	-	-	-	-	1,299	-	1,299
Realign funding to PRM	-	-	-	-	-	(420)	-	(420)
Total Built-in Changes	-	-	-	-	-	2,188	1,228	3,416
FY 2025 Current Services	183	32	2	-	217	20,282	35,695	55,977
FY 2025 Program Changes								
DRL: Foreign Service Regional Human Rights Officers	-	-	3	-	3	1,546	461	2,007
J/SEAS Position	2	-	-	-	2	167	229	396
Total Program Changes	2	-	3	-	5	1,713	690	2,403
FY 2025 Request	185	32	5	-	222	21,995	36,385	58,380

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Diplomacy, Human Rights, and Labor (DRL)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office for Africa	10	-	1,690	10	-	1,690	10	-	1,767	-	-	77
Office for East Asia and Pacific	13	-	2,325	13	-	2,325	13	-	2,444	-	-	119
Office for Europe	13	-	2,160	13	-	2,160	13	-	2,258	-	-	98
Office for Near East	14	-	2,497	14	-	2,497	14	-	2,624	-	-	127
Office for South Central Asia	11	-	2,161	11	-	2,161	11	-	2,285	-	-	124
Office for Western Hemisphere	7	-	1,250	7	-	1,250	7	-	1,313	-	-	63
Office of Global Programming	33	-	5,504	33	-	5,504	33	-	5,749	-	-	245
Office of International Labor Affairs	1	-	-	1	-	-	1	-	-	-	-	-
Office of International Labor Rights	12	-	2,007	12	-	2,007	12	-	2,096	-	-	89
Office of Multilateral and Global Affairs	32	-	9,145	32	-	9,145	32	-	10,008	-	-	863
Office of Policy, Planning and Public Diplomacy	9	-	1,952	9	-	1,952	9	-	2,078	-	-	126

BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND LABOR

Bureau of Diplomacy, Human Rights, and Labor (DRL)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Security and Human Rights	26	-	12,040	26	-	12,040	26	-	13,525	-	-	1,485
Office of the Assistant Secretary	32	-	7,624	32	-	7,624	35	-	9,631	3	-	2,007
Office of the Special Envoy to Monitor and Combat Anti-Semitism	4	-	2,206	4	-	2,206	6	-	2,602	2	-	396
Total	**217**	**-**	**52,561**	**217**	**-**	**52,561**	**222**	**-**	**58,380**	5	**-**	**5,819**

Funds by Object Class

($ in thousands)

Bureau of Diplomacy, Human Rights, and Labor (DRL)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	26,769	26,769	28,449	1,680
1200 Personnel Benefits	8,889	8,889	9,384	495
2100 Travel & Transportation of Persons	873	873	1,061	188
2300 Rents, Communications and Utilities	735	735	893	158
2400 Printing & Reproduction	41	41	50	9
2500 Other Services	12,365	12,365	15,031	2,666
2600 Supplies and Materials	8	8	10	2
3100 Personal Property	2,881	2,881	3,502	621
Total	**52,561**	**52,561**	**58,380**	**5,819**

BUREAU OF ECONOMIC AND BUSINESS AFFAIRS

Resource Summary

($ in thousands)

Bureau for Economic and Business Affairs (EB)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Economic and Business Affairs	50,387	58,387	64,273	13,886
Positions	229	229	232	3

WHO WE ARE & WHY IT MATTERS

The Bureau of Economic and Business Affairs (EB) combines economic and foreign policy to advance U.S. prosperity and security. EB is focused on continuing economic recovery, broadening prosperity, and addressing the economic aspects of the country's global security challenges. These efforts include enhancing international transportation links and quality infrastructure, diversifying critical supply chains to more reliable partners, combatting bribery to level the playing field for U.S. firms, promoting food security globally, reducing high debt burdens in developing countries, and sanctioning Russia for its illegal war against Ukraine.

EB is committed to working with its partners to ensure the country's economic recovery supports the prosperity for both working families and businesses. EB partners with the U.S. Trade Representative and others to open new markets, resolve trade disputes, protect intellectual property rights, and promote agricultural innovation. In doing so, the Bureau helps American businesses succeed abroad while U.S. workers, farmers, and consumers enjoy the benefits of free and fair trade.

The Bureau advises the Secretary on international financial institutions, including the U.S. International Development Finance Corporation (DFC) and Millennium Challenge Corporation (MCC). EB also coordinates U.S. policy in international bodies, including the: G-7[21]; G-20[22]; World Trade Organization (WTO); International Civil Aviation Organization (ICAO); International Maritime Organization (IMO); and the Organization for Economic Cooperation and Development (OECD). In addition, EB supports economic participation and empowerment of women through the Providing Opportunities for Women's Economic Rise (POWER) initiative.

EB leads Department efforts to develop and implement security-related economic actions, including economic sanctions and counter-terrorist financing. The Department uses sanctions to:

- counter national security threats from hostile governments, such as Russia's illegal invasion of Ukraine or Iran's and the Democratic People's Republic of Korea's (DPRK's) pursuit of weapons of mass destruction;
- combat attacks on democracy in nations like Belarus and Burma;
- defend against human rights abuse, as is occurring in countries like the People's Republic of China (PRC);
- address corruption; and
- deprive terrorist groups like Islamic State of Iraq and Syria (ISIS) and Al-Qaeda of funding.

[21] G-7: The Group of Seven is an intergovernmental political and economic forum consisting of Canada, France, Germany, Italy, Japan, the United Kingdom and the United States. The European Union (EU) is a non-enumerated member.
[22] G-20: The Group of 20 is an intergovernmental forum comprising 19 sovereign countries, the European Union (EU), and the African Union (AU).

EB promotes international safeguards to combat money laundering and terrorist financing by participating in the Financial Action Task Force. In addition, EB protects U.S. technology by reviewing acquisitions of U.S. businesses by foreign investors for national security concerns through the Committee on Foreign Investment in the United States (CFIUS) process.

The Bureau works with other agencies and partners to ensure the international aviation and maritime system is safe, secure, and not misused. EB is advancing and supporting efforts to prevent malign actors from asserting undue influence over key ports and waterways. In pursuit of these goals, EB also advances international accords, such as the Kimberley Process, which promotes legitimate global trade in conflict-free diamonds.

Office of Global Food Security

The Office of Global Food Security (GFS) leads U.S. diplomatic engagement on food systems, food security, and nutrition. The Office works to advance U.S. foreign policy and national security goals through: public outreach; diplomatic engagement in bilateral, multilateral, and regional fora; and collaboration with the private sector. GFS has a demonstrated track record of positively influencing international organizations' policy agendas, as well as mobilizing resources from the public and private sectors to advance U.S. goals.

Global food insecurity is a driver of significant humanitarian, foreign policy, and national security challenges. At more than 700 million people, the size of the chronically undernourished population remains grievously high. Over 150 million children remain stunted. Healthy diets are unaffordable for over 40 percent of the world's population, totaling 3.1 billion people.

The Office of Global Food Security helps ensure that the United States remains a leader in addressing these challenges. GFS galvanizes other partners to help advance shared interests in this space, and the Office incorporates food security considerations into broader diplomatic objectives and endeavors.

Office of Global Partnerships

As the U.S. government leader in private sector engagement, the Office of Global Partnerships (GP) builds and institutionalizes public-private partnerships that advance the Department of State's foreign policy goals. Utilizing its in-house expertise and extensive network of partner resources, GP is uniquely suited to lead the Department in leveraging the nearly $300 billion in private sector capital flowing to the developing world. The Bureau's efforts have the dual benefits of advancing the Administration's top policy priorities while maximining the return on U.S. taxpayer dollars. In its 15-year history, GP has leveraged more than $3.1 billion in private sector commitments for diplomacy and development with more than 1,600 partners around the world, equating to more than $240 in private sector commitments for every $1 of appropriated funds allotted to GP.

EB works to ensure that the Department is advancing a foreign policy for all Americans. The Subnational Diplomacy Unit (SDU) within GP serves as the lead for the Department's engagement with mayors, governors, county officials, and other local leaders. Recognizing the crucial value of these interactions, the Unit integrates these local leaders' perspectives and innovations into Department policymaking aimed at addressing shared global challenges.

SDU has three primary objectives:

- making the benefits of foreign policy more tangible at the local level;

- encouraging U.S. cities and states to play a greater role on the international stage; and,
- encouraging the Department to use a subnational lens when it advances foreign policy.

In fulfillment of the Administration's agenda to expand partnerships, GP seeks to institutionalize the Department's private sector engagement. GP intends to achieve this through the implementation of public-private partnership initiatives; the training of, and consultations for, Department staff; and continued execution of diligence on potential partners and donors for the Department.

BUREAU STRATEGIC GOALS

1. Promote inclusive and sustainable global economic growth that expands jobs and opportunities for American workers and advances our foreign policy and national interests.
2. Support a market-driven, rules-based, transparent economic order through increased cooperation with like-minded partners and enhanced engagement in international organizations.
3. Enhance economic and national security through coordinated efforts to sanction malign actors, combat terrorist financing, prevent investments that threaten national security, and strengthen aviation and maritime security.
4. Develop and empower economic officers in Washington and around the world.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $64.3 million, a $13.9 million increase above FY 2023 Actual. The Request includes resources to support EB policies and priorities, as well as funding for the Office of Global Food Security (E/GFS) and Office of Global Partnerships (E/GP). The increases include $9.6 million for sanctions targeting, $2.1 million for costs associated with the Department's Information Technology (IT) and Real Property Working Capital Fund (WCF) service centers, $1.6 million for American Pay raises, and $591,000 to support three new Civil Service positions. Additional details on the programmatic increases are shown below.

EB Sanctions Targeting and Analytics Team (STAT): $9.6 million

The FY 2025 Request includes $9.6 million to enable STAT to develop and implement sanctions targeting packages in support of foreign policy priorities. STAT's sanctions targeting and analytic efforts allow the Secretary of State to impose sanctions on Russia, China, and Iran under their legal authorities.

The Team supports Department staff and principals as they evaluate potential courses of action on sanctions in multiple senior-level interagency discussions. Particular emphasis is placed on sanctions programs involving corruption, human rights abuse, anti-democratic actions, election interference, and other areas of critical concern. With touch points across every geographic bureau and multiple functional bureaus, the Division for Counter Threat Finance and Sanctions (EB/TFS) is the Department's recognized leader in developing and implementing economic sanctions.

BUREAU OF ECONOMIC AND BUSINESS AFFAIRS

New Civil Service positions: $591,000 and +3 Civil Service positions

The FY 2025 Request dedicates $591,000 to fund three new Civil Service positions that will support the Strategic Ports Initiative and the Indo-Pacific Transaction Assistance Network (ITAN).

Buildout of Staff Supporting the Strategic Ports Initiative

Two Civil Service positions will support the Strategic Ports Initiative (SPI), a national security program that consolidates commercial, economic, diplomatic, and military instruments of the U.S. government to block, balance against, and burden strategic competitors. The new SPI positions will work to: expand on the program's successes in East Africa; support for Atlantic Basin Initiative; and build on efforts underway in Sri Lanka to offset the PRC's opaque investment practices that already threaten host government sovereignty of maritime infrastructure.

The SPI positions will also support such efforts as the: (1) Port Security Workshops series in the Bureau of Western Hemisphere Affairs (WHA) and the Bureau of African Affairs (AF), which is designed to strengthen host governments' abilities to exercise sovereignty over its resources and advance international rules to secure the global commons; and (2) Eastern Africa Data Analytics Project, which focuses on understanding and countering PRC activity in the region.

SPI leverages the U.S. government's expertise in protecting critical infrastructure to promote secure port management through capacity building workshops for foreign authorities and stakeholders. Implementing these workshops requires additional position support, as reflected in the Request.

Indo-Pacific Transaction Assistance Network (ITAN) and Transaction Assistance Fund (TAF) Officer

The ITAN and TAF Action Officer will coordinate logistical and other arrangements for the quarterly Steering Committee meetings of the fourteen ITAN agencies. The Officer will also maintain an ITAN project tracker of the 30 to 40 of the most strategic infrastructure projects in the Indo-Pacific region which have potential for private sector investment, but which require U.S. government and partner-government involvement to be fully bankable. Recent ITAN successes have included activities targeting a trustworthy trans-Pacific fiberoptic submarine cable and rail equipment in Bangladesh.

The Officer will work with regional desk officers and posts to: identify and plan activities to advance ITAN priorities; maintain online resources to support ITAN and TAF, including state.gov, the intranet (InfoCentral Page), and Econ@State; and identify opportunities to use social media to advance ITAN messaging.

In addition, the Officer will be responsible for administering the $8 million in TAF funds in Bureau of East Asian and Pacific Affairs (EAP), Bureau of South and Central Asian Affairs (SCA), AF, and WHA. These funds will help countries evade predatory practices and construct bankable projects by obtaining best-in-class advisory services when negotiating infrastructure deals.

Office of Global Partnerships and the Subnational Diplomacy Unit

GP is focused on realizing the Secretary's priority of leveraging the private sector to deliver solutions for shared global challenges. These challenges include promoting of economic security, addressing the extraction of and access to critical minerals, combating climate change, and advancing the Department's Fentanyl Engagement Framework. Some of the private sector engagement initiatives that the FY 2025 Request will support are listed below.

Ukraine Partnership Series

Funding will support an action-oriented series of co-hosted events composed of interactive panels, forums, talks, and deep-dive sessions to discuss opportunities for planning, collaboration, and investment in Ukraine's short- and long-term economic recovery.

Minerals Investment Network for Vital Energy Security and Transition (MINVEST) Public-Private Partnership

MINVEST facilitates public-private dialogue and spurs private sector investment in strategic mining, processing, and recycling opportunities that adhere to high environmental, social, and governance (ESG) standards. The partnership aims to facilitate dealmaking and promote investments in Mineral Security Partnership-targeted projects.

Coalition for Climate Entrepreneurship (CCE)

CCE is a public-private partnership that aims to address the climate crisis and contribute to economic empowerment in developing countries by scaling entrepreneurial climate solutions.

Women in Science (WiSci)

WiSci is a public-private partnership to implement intensive STEAM (Science, Technology, Engineering, Mathematics, Art and Design, Mathematics) camps that: expose secondary school-aged girls in developing countries to the STEAM disciplines and career possibilities; build leadership capabilities; and enhance cross-cultural awareness for girls from regions around the world.

In addition, the Subnational Diplomacy Unit (SDU) within GP will utilize FY 2025 resources to make local officials aware of international opportunities, thereby helping local leaders serve their constituents through global action. This effort will include the implementation of the Reta Jo Lewis Local Diplomats program, which places State Department Foreign Service and Civil Service officers into the offices of local elected officials for one year to help bridge the gap between cities and communities around the world.

Detailed Resource Summary

Bureau for Economic and Business Affairs (EB)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	152	77	-	-	229	14,006	36,381	50,387
FY 2024 Estimate	152	77	-	-	229	22,006	36,381	58,387
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	21	559	580
2025 American Pay Raise	-	-	-	-	-	101	466	567
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	287	287
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	186	186

BUREAU OF ECONOMIC AND BUSINESS AFFAIRS

Bureau for Economic and Business Affairs (EB)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
IRM WCF	-	-	-	-	-	424	-	424
Real Property WCF	-	-	-	-	-	1,651	-	1,651
Total Built-in Changes	-	-	-	-	-	2,197	1,498	3,695
FY 2025 Current Services	152	77	-	-	229	16,203	37,879	54,082
FY 2025 Program Changes								
Sanctions Targeting	-	-	-	-	-	9,600	-	9,600
Buildout of Staff Supporting the Strategic Ports Initiative - SPI Position 1	1	-	-	-	1	83	114	197
Buildout of Staff Supporting the Strategic Ports Initiative - SPI Position 2	1	-	-	-	1	83	114	197
Indo-Pacific Transaction Assistance Network (ITAN) Action and Transaction Assistance Fund (TAF)	1	-	-	-	1	83	114	197
Total Program Changes	3	-	-	-	3	9,849	342	10,191
FY 2025 Request	155	77	-	-	232	26,052	38,221	64,273

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau for Economic and Business Affairs (EB)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Coordinator for Business Affairs	25	-	4,596	25	-	4,596	25	-	4,959	-	-	363
DAS for International Finance and Development	45	-	8,943	45	-	8,943	46	-	9,809	1	-	866
DAS for Trade Policy and Negotiations	46	-	8,400	46	-	8,400	46	-	9,304	-	-	904
DAS for Transportation Affairs	16	-	3,412	16	-	3,412	18	-	4,296	2	-	884
Office of Global Food Security	14	-	4,173	14	-	4,173	14	-	4,256	-	-	83
Office of Global Partnerships	23	-	6,098	23	-	6,098	23	-	6,233	-	-	135
Office of the Assistant Secretary	14	-	3,067	14	-	3,067	14	-	3,717	-	-	650
Policy Analysis and Public Diplomacy	13	-	2,455	13	-	2,455	13	-	2,662	-	-	207
Terrorism Finance and Economic Sanctions Policy	33	-	9,243	33	-	17,243	33	-	19,037	-	-	9,794
Total	**229**	**-**	**50,387**	**229**	**-**	**58,387**	**232**	**-**	**64,273**	**3**	**-**	**13,886**

BUREAU OF ECONOMIC AND BUSINESS AFFAIRS

Funds by Object Class

($ in thousands)

Bureau for Economic and Business Affairs (EB)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	30,832	30,832	32,984	2,152
1200 Personnel Benefits	6,619	6,619	7,000	381
2100 Travel & Transportation of Persons	1,900	1,900	3,160	1,260
2300 Rents, Communications and Utilities	1,300	1,300	3,556	2,256
2400 Printing & Reproduction	40	40	51	11
2500 Other Services	9,286	17,286	17,004	7,718
2600 Supplies and Materials	410	410	518	108
Total	**50,387**	**58,387**	**64,273**	**13,886**

BUREAU OF ENERGY RESOURCES

Resource Summary

($ in thousands)

Bureau of Energy Resources (ENR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Energy Resources	16,589	16,589	17,960	1,371
Positions	80	80	80	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Energy Resources (ENR) leads Department efforts to develop and execute international energy policy through diplomatic and programmatic engagement to promote energy security for the United States and its allies and partners; a low-emissions future that is inclusive and increases competitive energy and infrastructure development globally; economic prosperity through sustainable, affordable, and reliable energy access; resilient and transparent supply chains for clean energy technologies; and open markets and reduced barriers to energy development and trade.

The Administration is committed to advancing U.S. leadership in global economic prosperity through sustainable, resilient energy solutions. As a result, ENR forecasts rapidly increasing requirements for Department energy security, clean energy, critical minerals, and multilateral diplomacy efforts.

ENR strives towards building a resilient clean energy future that supports energy market stability, combats the climate crisis, sparks innovation, incentivizes investment, creates high-paying jobs for Americans, and advances U.S. competitiveness. Energy security is linked to U.S. national security, which is threatened when: the United States or its allies lack reliable access to affordable, reliable energy; corruption and poor governance limit market growth and disadvantage U.S. firms; critical energy infrastructure is attacked; global and regional competition for energy resources leads to conflict; and state and non-state actors exploit energy to fund violence, undermine state sovereignty, or engage in economic coercion and unfair trade practices.

European Energy Security and Decarbonization

ENR mobilizes and strengthens U.S. and international support for critical Ukrainian energy security needs and engages with and influences Europe's diversification away from Russian fossil fuels, as well as the adoption of new technologies that reduce demand and accelerate the deployment of renewables and clean energy. In support of Ukraine's massive continued critical energy infrastructure needs, ENR has developed and executed a targeted diplomatic strategy. This strategy includes organizing several ministerial-level conferences and meetings to mobilize resources, facilitate donations, and encourage contributions of the critical equipment and funding required to repair and maintain Ukraine's power system.

ENR engages diplomatically to support the U.S. interagency procurement and transport of urgently needed energy equipment items to Ukraine. These actions also include planning for the long-term reconstruction of Ukraine's energy system, with the aim of reducing Ukraine's energy vulnerability to Russia.

Increased energy engagement is particularly important in Europe, where Russia's illegal invasion of Ukraine continues to disrupt energy markets. Russian aggression has forced Europe to focus on rapidly diversifying its energy suppliers and sources, including jointly with the United States through the U.S.-European Union (EU) Task Force on Energy Security. European diversification requires significant U.S. foreign policy involvement with the EU, the EU's member states, and its neighbors.

In addition, ambitious investments in renewable energy and energy efficiency support decarbonization while further reducing Europe's dependence on Russian fossil fuels, as well as forestalling investments by the People's Republic of China (PRC) that are harmful to the interests of the United States and its partners.

Critical Minerals and Resilient Clean Energy Supply Chains

Demand for the critical minerals required for the energy transition is increasing dramatically; the supply chains for many of these minerals currently have a single point of weakness (generally, the PRC), making reliance on them inherently risky. Encouraging the development of diversified and robust supply chains is a clear national security priority, as articulated in Executive Order (E.O.) 14017[23] and E.O. 13953[24].

Under the leadership of the Under Secretary for Economic Growth, Energy, and the Environment, ENR has led U.S. engagement to establish and chair the Minerals Security Partnership. Encompassing a group of 14 countries and the EU, the Partnership works to promote public and private investment in responsible critical mineral supply chains around the world.

Clean Energy Deployment and Decarbonization

Achieving global net zero emissions by 2050 will require unprecedented changes to the global energy system and will involve technologies that are not yet commercially available. Global electricity requirements are the most significant drivers of energy demand growth. They significantly impact carbon emissions, energy infrastructure investment, and U.S. foreign policy goals associated with sustainable economic growth.

To proactively address this, the Bureau:

- promotes resilient and reliable electricity systems which are increasingly powered by renewable energy and other clean energy technologies, including advanced civil nuclear technology;
- advances electricity market models that incentivize private sector investment, flexibility, and energy-efficient solutions; and
- supports competitive and interconnected electricity markets.

ENR continues to prioritize building capacity to apply technical and policy expertise in the advancement of these efforts. Complementing this, the Bureau coordinates the Department's planning and execution of clean energy sector engagement, access, and decarbonization efforts. Taken together, ENR is able to provide greater support and leadership to the Department's work on critical supply chains.

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[23] E.O. 14071: America's Supply Chains. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/02/24/executive-order-on-americas-supply-chains/

[24] E.O. 13953: Addressing the Threat to the Domestic Supply Chain from Reliance on Critical Minerals from Foreign Adversaries and Supporting the Domestic Mining and Processing Industries. https://www.federalregister.gov/documents/2020/10/05/2020-22064/addressing-the-threat-to-the-domestic-supply-chain-from-reliance-on-critical-minerals-from-foreign

BUREAU OF ENERGY RESOURCES

Multilateral Energy Engagement

Reinvigorating and modernizing alliances and partnerships around the world is critical to maintaining U.S. leadership in international institutions and advancing the country's national interests.

ENR uses its role as U.S. representative to the International Energy Agency, the International Energy Forum, the International Renewable Energy Agency, the Extractive Industries Transparency Initiative, and the International Solar Alliance to advance the country's strategic priorities. These priorities include the promotion of: net-zero emissions goals; energy security and access; anti-corruption and transparency in the energy and mining sectors; usage of environmental, social, and governance best practices; and, a reduction in supply chain vulnerabilities for clean energy technologies.

ENR also leads a coordinated diplomatic outreach mechanism among the Group of Seven (G-7) and like-minded partners to support Ukraine's critical energy infrastructure needs that have resulted from Russia's targeted and continuous attacks against the country's electricity grid.

ENR serves on the U.S. delegations that negotiate Leaders' and Ministers' communiques in the G-7 and the Group of 20 (G-20). The Department also supports U.S. clean energy objectives and priorities through the UN Framework Convention on Climate Change Conference of the Parties (COP). ENR expects to increase multilateral engagement to advance energy security, access, and decarbonization goals.

Indo-Pacific Energy Security and Decarbonization

The Indo-Pacific region represents more than half of the world's people, 60 percent of global Gross Domestic Product (GDP), and two-thirds of global economic growth. As an Indo-Pacific power, the United States has a vital interest in promoting a region that is open, interconnected, prosperous, secure, and resilient. However, these efforts must be balanced with the understanding that the economic dynamism of this region will be fueled by forecasted energy demand growth of 60 percent by 2040 and will require significant decarbonization of the world's five largest emitters if global climate targets are to be achieved; the five countries are China, the United States, India, Russia, and Japan.

The importance of the Indo-Pacific region in climate considerations will only continue to grow, with more than 70 percent of the increase in global electricity demand over the next three years expected to come from China, India, and Southeast Asia. In addition, the region's manufacturing potential will be vital to establishing diversified clean energy supply chains and providing growing opportunities for U.S. firms.

ENR's work deepens the region's connectivity and helps drive its economic prosperity through increased regional energy security, accelerated decarbonization, and increased energy access for vulnerable populations. The Bureau supports: increased renewable energy deployment and better-functioning power sectors in Thailand and Vietnam; greater energy interconnectivity between Mekong countries through the Japan-U.S. Mekong Power Partnership (JUMPP); and regulatory reforms in Sri Lanka that encourage the country to diversify its power supply and meet its ambitious renewable energy targets.

The Bureau's activities advance the implementation of the Indo-Pacific Economic Framework for Prosperity (IPEF). IPEF serves to enhance the economic competitiveness of all the participating partners' economies by developing diverse and resilient clean energy supply chains and promoting sustainable and inclusive economic growth. In addition, through the Clean Enhancing Development and Growth through Energy (Clean EDGE) Asia

initiative, ENR leads interagency advancement of energy security, transparency, trade, and access in the Indo-Pacific.

BUREAU STRATEGIC GOALS

1. Promote a future powered by low-to zero-emissions energy solutions.
2. Ensure the energy security of the United States, and U.S. allies and partners.
3. Increase access to affordable, clean, sustainable, and reliable energy.
4. Open markets and reduce barriers to energy development and trade.
5. Develop and implement management structures, business processes, and human capital development that support and facilitate achieving policy goals and advance diversity, equity, inclusion, and accessibility (DEIA).
6. Enhance cooperation among the bureau, regional bureaus, and other functional bureaus touching upon energy issues by coordination on regional energy strategies, incorporation of energy analysis into policy formulation, and joint exchanges with energy experts.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $18 million, a $1.4 million increase from FY 2023 Actual. This increase includes $656,000 for American pay raises, $515,000 in adjustments to the Department's information technology (IT) and Real Property Working Capital Fund (WCF) service centers, and $200,000 to support the presidential permitting process.

By permitting new or expanded facilities, the United States strengthens its economy and its bilateral relationships with Canada and Mexico. These facilities provide all three countries with additional infrastructure and jobs related to maintaining stable and reliable sources of crude oil and refined petroleum products. Permitting will also provide a mechanism for creating new markets for new commodities that contribute to the clean energy future, such as ammonia or hydrogen. Given these considerations, the timely review of permit applications for new or expanded facilities are essential to promoting the further integration and advancement of U.S. energy systems.

Detailed Resource Summary

($ in thousands)

Bureau for Energy Resources (ENR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	57	23	-	-	80	3,880	12,709	16,589
FY 2024 Estimate	57	23	-	-	80	3,880	12,709	16,589
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	6	248	254

BUREAU OF ENERGY RESOURCES

Bureau for Energy Resources (ENR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
2025 American Pay Raise	-	-	-	-	-	6	207	213
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	106	106
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	83	83
IRM WCF Increase	-	-	-	-	-	190	-	190
Real Property WCF	-	-	-	-	-	325	-	325
Total Built-in Changes	-	-	-	-	-	527	644	1,171
FY 2025 Current Services	57	23	-	-	80	4,407	13,353	17,760
FY 2025 Program Changes								
Presidential Permitting and Infrastructure Policy Support	-	-	-	-	-	200	-	200
Total Program Changes	-	-	-	-	-	200	-	200
FY 2025 Request	57	23	-	-	80	4,607	13,353	17,960

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau for Energy Resources (ENR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
DAS for Energy Diplomacy	28	-	4,149	28	-	4,149	27	-	4,642	(1)	-	493
DAS for Energy Governance Access	18	-	4,152	18	-	4,152	18	-	4,445	-	-	293
DAS for Energy Transformation	24	-	4,149	24	-	4,149	26	-	4,442	2	-	293
Office of the Assistant Secretary	10	-	4,139	10	-	4,139	9	-	4,431	(1)	-	292
Total	**80**	**-**	**16,589**	**80**	**-**	**16,589**	**80**	**-**	**17,960**	**-**	**-**	**1,371**

Funds by Object Class

($ in thousands)

Bureau for Energy Resources (ENR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	10,651	10,651	11,221	570
1200 Personnel Benefits	2,415	2,415	2,537	122

BUREAU OF ENERGY RESOURCES

Bureau for Energy Resources (ENR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2100 Travel & Trans of Persons	1,300	1,300	1,477	177
2300 Rents, Comm & Utilities	400	400	454	54
2500 Other Services	1,505	1,505	1,909	404
2600 Supplies and Materials	318	318	362	44
Total	**16,589**	**16,589**	**17,960**	**1,371**

BUREAU OF GLOBAL HEALTH, SECURITY, AND DIPLOMACY

Resource Summary

($ in thousands)

Bureau of Global Health Security and Diplomacy (GHSD)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Global Health Security and Diplomacy	10,294	11,294	11,984	1,690
Positions	35	35	38	3

WHO WE ARE & WHY IT MATTERS

The Bureau of Global Health Security and Diplomacy (GHSD) provides a single voice of leadership on global health security and diplomacy within the State Department. Health security is national security. The COVID-19 pandemic has demonstrated the critical role that the United States must play on issues of health and health security. U.S. leadership is critical to saving lives domestically and globally, since an infectious disease threat anywhere can rapidly become a danger everywhere.

The Bureau is committed to mobilizing political will and resources with partners to build local capacity to stop diseases from spreading. These efforts will be undertaken while the Department maintains and strengthens its longstanding focus on HIV/AIDS, upholding the goal of ending HIV/AIDS as a public health threat by 2030.

The mission of the Bureau of Global Health Security and Diplomacy is to:

- Lead U.S. diplomatic engagement and support programmatic efficiency aimed at strengthening the global health security architecture and preventing, detecting, controlling, and responding to infectious diseases, including HIV/AIDS;

- Coordinate and leverage U.S. foreign assistance and promote international cooperation to better protect the United States and the world from health threats by enhancing national, regional, and multilateral systems and policies; and

- Elevate and integrate global health security as a core component of U.S. national security and foreign policy. Within that mission, the Bureau will maintain an intensive focus on HIV/AIDS under the President's Emergency Plan for AIDS Relief (PEPFAR) program. The Department will also convene global stakeholders bilaterally, regionally, and multilaterally to establish norms and policies that mitigate current health threats, ramp up global health security and infectious disease efforts, and prevent future health threats.

The FY 2025 Request includes support for the personnel and operational resources required for the offices that report to the U.S. Global AIDS Coordinator and Ambassador-at-Large for Global Health Security and Diplomacy to carry out high-priority, sensitive global health security and diplomacy work. In addition, the Request will support the cross-cutting strategy, communications, and health equity functions of the Bureau, as well as executive and budgetary functions.

The component offices of the Bureau of Global Health Security and Diplomacy include the:

- **Office of Strategy, Communications, and Health Equity**. The Office serves as the intersection for policy and strategy coordination on issues that span across the PEPFAR and the GHSD units in the Bureau.

- **Executive Office**. The Executive Office supports the entire Bureau, focusing on the full range of human resources activities, travel, domestic support, and operational budget planning and execution.

- **Offices under the Principal Deputy Coordinator for Global Health Security and Diplomacy**.

  - Office of Infectious Diseases and Outbreak Response. The Office leads the Department efforts to monitor and respond to international infectious disease outbreaks;
  - Office of Global Health Security. This Office focuses on strategy, policy, and programmatic efforts to strengthen foreign government health security capacity at the national, subnational, and subregional level;
  - Office of Regional and Multilateral Diplomacy. The Office focuses on transnational public health policy and the development of strategies related to global health security architecture issues within multilateral fora and international organizations; and
  - Office of Health Diplomacy and Capacity Development. The Office leads public diplomacy efforts with foreign audiences that leverage U.S. global health efforts and broader diplomatic objectives. In addition, the Office oversees training for U.S. government staff to increase the effectiveness of the United States' global health engagement.

Through its global efforts, the Bureau advances U.S. global leadership by convening stakeholders bilaterally, regionally, and multilaterally to establish norms and policies which mitigate current health threats and prevent future ones. Domestically, GHSD collaborates with staff across the State Department and the interagency to implement strategies critical to the security and prosperity of the United States, such as the National Biodefense Strategy.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $12.0 million, an increase of $1.7 million above FY 2023 Actual. This increase includes: $97,000 for the 2025 American Pay Raise; $593,000 for three new Civil Service (CS) positions; and $1 million for contractual support costs for the Office of Infectious Diseases and Outbreak Response.

The U.S. Global AIDS Coordinator and Ambassador-at-Large for Global Health Security and Diplomacy have identified the programmatic and staffing changes listed above as necessary for the continuation and expansion of the Bureau's effective, impactful global health security programming. The contractual support funding will be dedicated to outbreak response, with particular focus on addressing the causes and consequences of the COVID-19 pandemic and addressing future outbreaks with pandemic potential.

The FY 2025 DP Request includes funding for two CS positions in the integrated Executive Office. The additional staff will support PEPFAR's five-year strategy as it guides the U.S. contribution to reaching the United Nation's Sustainable Development Goal of ending the global AIDS pandemic as a public health threat by 2030. The staff will provide cross-cutting support to the Bureau's three incorporated offices. The Request also contains one CS position for a budget analyst.

BUREAU OF GLOBAL HEALTH, SECURITY, AND DIPLOMACY

Detailed Resource Summary

Bureau of Global Health Security and Diplomacy (GHSD)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	24	11	-	-	35	3,805	6,489	10,294
FY 2024 Estimate	24	11	-	-	35	4,805	6,489	11,294
FY 2025 Built-in Changes								
2025 American Pay Raise	-	-	-	-	-	-	97	97
Total Built-in Changes	-	-	-	-	-	-	97	97
FY 2025 Current Services	24	11	-	-	35	3,805	6,586	10,391
FY 2025 Program Changes								
Executive Office (GHSD/EX)	2	-	-	-	2	167	229	396
Office of Infectious Diseases and Outbreak Response	-	-	-	-	-	1,000	-	1,000
Office of Management and Budget (GHSD/PEPFAR/MB)	1	-	-	-	1	83	114	197
Total Program Changes	3	-	-	-	3	1,250	343	1,593
FY 2025 Request	27	11	-	-	38	5,055	6,929	11,984

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Global Health Security and Diplomacy (GHSD)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Global Health Security and Diplomacy	35	-	10,294	35	-	11,294	38	-	11,984	3	-	1,690
Total	**35**	**-**	**10,294**	**35**	**-**	**11,294**	**38**	**-**	**11,984**	**3**	**-**	**1,690**

Funds by Object Class

($ in thousands)

Global Health Security and Diplomacy (GHSD)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	4,998	4,998	5,337	339
1200 Personnel Benefits	1,491	1,491	1,592	101
2100 Travel & Trans of Persons	581	581	682	101

BUREAU OF GLOBAL HEALTH, SECURITY, AND DIPLOMACY

Global Health Security and Diplomacy (GHSD)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2300 Rents, Comm & Utilities	46	46	54	8
2400 Printing & Reproduction	7	7	8	1
2500 Other Services	3,150	3,150	4,286	1,136
2600 Supplies and Materials	21	21	25	4
Total	**10,294**	**11,294**	**11,984**	**1,690**

BUREAU OF GLOBAL PUBLIC AFFAIRS

Resource Summary

($ in thousands)

Bureau of Global Public Affairs (GPA)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Global Public Affairs	126,019	125,724	134,070	8,051
Overseas Programs	9,703	9,645	9,717	14
Diplomatic Policy and Support	53,654	53,654	57,026	3,372
Public Diplomacy	62,662	62,425	67,327	4,665
Additional Funding (non-add) [2]	*500*	-	-	*(500)*
Positions	322	322	322	-

[1] Due to net transfers, the FY 2023 Actual is $295,000 higher than the FY 2023 Adjusted Enacted level of $125.7 million.
[2] Additional Funding line includes $500,000 for GPA allocated under Public Diplomacy in CN 23-130, from the Additional Ukraine Supplemental Appropriations Act, 2023 (Div. M., PL 117-328).

WHO WE ARE & WHY IT MATTERS

The Bureau of Global Public Affairs (GPA) serves as the principal messenger for the Department of State and voice of the U.S. government's foreign policy apparatus. GPA contains the core capabilities needed to execute effective communications operations for both foreign and domestic audiences. To create a modern communications operation, the Bureau combines strengths in analytics, content, and platforms with a deep expertise in strategic communications, stakeholder engagement, and global media. This combination is required to deliver on GPA's mission to communicate most effectively in a fast-accelerating digital, technology, and media landscape on behalf of the United States.

A Culture of Continuous Improvement

In January 2023, GPA implemented an internal modernization effort to further improve efficiency and effectiveness across the Bureau. GPA made significant strides in optimizing processes and models through this action, the results of which were showcased by GPA's quick and adaptive approach to communications during fast-evolving crises, including Russia's war in Ukraine.

As a part of the modernization process, GPA streamlined its existing organizational structure into four Deputy Assistant Secretary-led units. The Bureau co-located similar functions, identified complementary efforts, and assembled cohesive teams. This process has equipped GPA to better serve as a resource and a convener of strategic messaging while working closely with stakeholders across the interagency, including the White House, National Security Council, Department of Defense, and the intelligence community.

GPA's modernization effort has also resulted in a more data-driven, audience first approach to communications. The Bureau is better equipped to support public diplomacy messaging and policy goals through its: identification of audiences that can affect change; understanding of what messages can persuade them to take action; utilization of platforms that are most effective in delivering that message; and engagements with media and civil society partners that will be most effective in delivering it.

BUREAU OF GLOBAL PUBLIC AFFAIRS

Bureau Structure and Offices

The newly established Strategy, Outreach, and Events team delivers integrated and coordinated strategic communications, including in-depth strategies for long-term foreign policy priorities and tactical messaging plans for short-term priorities and high-level events. The team consists of three offices: Global Communications Strategy and Employee Communications; Public Liaison; and Events and Travel.

The team supports the Department's strategic communication efforts from formulation through execution and follow up both within State and abroad. In doing so, GPA engages with domestic and foreign audiences, including approximately 75,000 Department employees, on U.S. foreign policy and the value of diplomacy.

Structured around the need to craft, distribute, and organize content, the newly established Digital Content unit consists of four offices: Creative Content; Video; Audience and Distribution Strategy; and Platforms. Together, the unit ensures that GPA strategically distributes effective, data-informed content to the Department's target audiences. The Bureau employs an integrated approach to digital strategy and a global perspective to executing communication campaigns on U.S. foreign policy, a necessity given the increasingly multi-regional, cross-cutting nature of policy and public diplomacy issues.

The Global Media unit supports the President and the Secretary of State by engaging with domestic and foreign media outlets to explain U.S. foreign policy. Global Media consists of three offices; these are Press Relations, Foreign Press Centers, and International Media Engagement.

Press Relations interacts with the media by preparing the Department Spokesperson for the daily press briefing, electronically releasing additional information to the media, and providing substantive, timely responses to press inquiries. The Press Relations Office also serves as the hub for the Department's media relations during emergency situations, such as natural disasters, terrorist incidents, and other crises.

The Research and Analytics teams employ social and information science expertise to plan, monitor, evaluate, and adjust GPA-led communications projects. The Research team studies the impact of messaging on foreign audiences' awareness, opinions, and behaviors, enabling GPA to provide insights grounded in social and data science. Similarly, the Analytics team provides global situational awareness on existing and emerging narratives for topics of foreign policy interest to the Department and its key target audiences. Together, these teams help the U.S. government cut through cluttered information environments overseas by influencing audiences on the platforms where they are engaged.

Modernizing the Department's communications is critical to prevent harmful disinformation campaigns from going unchallenged and weakening the country's ability to communicate its foreign policy effectively on the world stage. This concern is reflected in the National Security Strategy and Administration directives which instruct the government to be more innovative in its approaches, evidence-based in its decisions, and reflective of the United States in its makeup and values. State is heedful of these imperatives, with GPA's internal modernization, integrated communications capabilities, and increased investments in prescriptive analytics and research serving as potent examples of the Department's commitment to achieving these aims.

BUREAU STRATEGIC GOALS

1. Solidify GPA's role as the U.S. Government's preeminent communicator on foreign policy issues.
2. Empower Department communicators.
3. Resource and equip GPA to operate as an agile, collaborative, diverse, and modern workforce.

BUREAU OF GLOBAL PUBLIC AFFAIRS

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $134.1 million, an increase of $8.1 million (+6.4 percent) above FY 2023 Actual and $8.3 million above the FY 2023 Adjusted Enacted level. This Request contains net current services increases of $7.1 million, including:

- $3.1 million for the 2024 and 2025 American Pay raises and the annualizations of the 2023 and 2024 American Pay raises;
- $1.8 million for a cost-neutral realignment from the Bureau of Administration (A) to GPA's Diplomatic Programs (DP) base for domestic facility management expenses in the Real Property Working Capital Fund (WCF);
- $380,000 to sustain and modernize information technology (IT) services and products received through the Bureau of Information Resource Management (IRM)'s WCF;
- $72,000 for Overseas Price Inflation.

GPA is responsible for collecting data on potential migrant attitudes toward U.S. immigration. In support of broader government-wide communications, the Request will regularize funding for GPA's research on the attitudes of potential migrants and message testing. The Request includes $984,000 to support messaging efforts to deter illegal migration to the United States. Funding will sustain an opinion and attitudes data analysis campaign to track trends in local responses and further inform the Department's refinement of migration messaging.

The FY 2025 Request will support critical research work along three lines of effort to advance U.S. Government strategic messaging, including: informing messaging strategies; advancing content and creative engagement; and pilot messaging with field training.

Detailed Resource Summary

Bureau of Global Public Affairs (GPA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	286	6	30	-	322	67,098	58,921	126,019
FY 2024 Estimate	286	6	30	-	322	66,803	58,921	125,724
FY 2025 Adjusted Base	286	6	30	-	322	68,803	58,921	127,724
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	3	1,149	1,152
2024 Overseas Price Inflation	-	-	-	-	-	72	-	72
2025 American Pay Raise	-	-	-	-	-	-	556	556
2025 American Pay Raise	-	-	-	-	-	19	355	374

BUREAU OF GLOBAL PUBLIC AFFAIRS

Bureau of Global Public Affairs (GPA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	613	613
Annualization of 2024 American Pay Raise	-	-	-	-	-	-	147	147
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	236	236
IT Working Capital Fund	-	-	-	-	-	380	-	380
Real Property WCF	-	-	-	-	-	1,832	-	1,832
Total Built-in Changes	-	-	-	-	-	2,306	3,056	5,362
FY 2025 Current Services	286	6	30	-	322	71,109	61,977	133,086
FY 2025 Program Changes								
Migration Opinion Analysis	-	-	-	-	-	984	-	984
Total Program Changes	-	-	-	-	-	984	-	984
FY 2025 Request	286	6	30	-	322	72,093	61,977	134,070

Staff and Funds by Domestic Organization Units

($ in thousands)

Global Public Affairs (GPA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Assistant Secretary	322	-	126,019	322	-	125,724	322	-	134,070	-	-	8,051
Total	**322**	**-**	**126,019**	**322**	**-**	**125,724**	**322**	**-**	**134,070**	**-**	**-**	**8,051**

Funds by Object Class

($ in thousands)

Global Public Affairs (GPA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	42,730	42,730	44,625	1,895
1200 Personnel Benefits	17,301	17,301	18,565	1,264
2100 Travel & Trans of Persons	725	723	776	51
2300 Rents, Comm & Utilities	2,625	2,603	2,756	131
2400 Printing & Reproduction	84	84	88	4

BUREAU OF GLOBAL PUBLIC AFFAIRS

Global Public Affairs (GPA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2500 Other Services	60,230	59,972	64,789	4,559
2600 Supplies and Materials	1,518	1,511	1,624	106
4100 Grants, Subsidies & Contributions	806	800	847	41
Total	**126,019**	**125,724**	**134,070**	**8,051**

BUREAU OF INFORMATION RESOURCE MANAGEMENT

Resource Summary

($ in thousands)

Bureau of Information Resource Management (IRM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Information Resource Management	335,536	335,536	250,360	(85,176)
Positions	545	545	545	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Information Resource Management (IRM) provides an extensive range of information technology (IT) services in support of the State Department's mission to promote and advance U.S. interests around the world. IRM is responsible for the comprehensive planning and oversight of Department-wide IT investments and budget, as well as ensuring the confidentiality, integrity, and availability of State's networks and information systems.

IRM serves more than 100,000 domestic and overseas customers at 275 posts in 191 countries, providing the IT infrastructure for the over 50 federal agencies and non-governmental partners that operate under Chief of Mission authority. Providing the Department with 24/7 customer support, IRM maintains secure and reliable networks across three classification levels, and supports approximately 47,000 mobile users and 147,000 collaborative meetings per month.

The IT services offered by IRM are designed to enable the Department's global enterprise to provide "anywhere-anytime" access to secure, modern, and reliable systems that contain high-value information essential to the Department's global diplomatic mission. Reflecting this, IRM's work continues to evolve with advances in technology, with cybersecurity remaining the top priority in these efforts.

These efforts also take into account the human and physical considerations involved, including IRM actions to strengthen Department IT security practices and governance cross all boundaries of management and infrastructure. IRM proactively ensures that all levels of State's workforce are well-trained in the use and security of modern technological tools.

In addition, IRM continually works to optimize the Department's multi-platform hybrid cloud computing ecosystems, strengthening the cybersecurity safeguards that protect the Department's data and systems from the constantly evolving, increasingly complex cyber-threats.

BUREAU STRATEGIC GOALS

1. Cybersecurity – Enabling the mission while protecting assets.
2. Governance – Strengthened IT management and service delivery.
3. Innovation – Mission effectiveness and modernization.
4. Customer – Supporting our diplomats through IT services and human-centered solutions.
5. Workforce.

BUREAU OF INFORMATION RESOURCE MANAGEMENT

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request within the Diplomatic Programs Account is $250.4 million, a net decrease of $85.2 million (-25.4 percent) below the FY 2023 Actual.

The Request includes the following current services and built-in changes:

- +$3.7 million to fund the 2024 American Pay Raise, 2025 American Pay raise, and the annualization of the 2023 American Pay raise;
- -$90 million to reflect that IT services for bandwidth, cloud services, and overseas infrastructure supporting consular operations will be supported by the Consular and Border Security Programs (CBSP) account rather than DP;
- -$18.0 million realignment of funds that support Information Technology Working Capital Fund (IT WCF) costs from IRM's DP allocation to other bureaus' allocations;
- -$3.0 million realignment for Artificial Intelligence (AI) programs from IRM's DP allocation to the Information Technology Central Fund (ITCF);
- +$1.1 million increase to address IT WCF costs; and,
- +$18.0 million to support the Real Property Management service center for Facilities and Management Services.

The FY 2025 Request will also address the following programmatic changes.

IT Cyber Special Incentive Pay (C-SIP): $2.0 million

The IT Cyber SIP program helps retain highly qualified IT Civil Service and Foreign Service employees whose primary duties are the execution of direct cybersecurity activities. The activities require specialized knowledge in the detection and deterrence of cyber threats needed to defend Department of State IT enterprise wide-systems and networks against cyber-attacks.

The purpose of the program is to incentivize the cybersecurity workforce and ensure that the Department can recruit and retain individuals with the skills required to defend and protect its IT systems. In May 2022, the definition used to determine eligibility was refined, resulting in an increased number of employees eligible for the program. The program will be expanded to include additional skill codes and occupational series codes in the Department for individuals performing cyber roles.

FY 2025 Real Property Increase: $741,000

This increase will address an FY2025 adjustment for IRM's real property services provided through Real Property Working Capital Fund.

BUREAU OF INFORMATION RESOURCE MANAGEMENT

Detailed Resource Summary

Bureau of Information Resource Management (IRM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	410	135	-	-	545	248,962	86,574	335,536
FY 2024 Estimate	410	135	-	-	545	248,962	86,574	335,536
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	110	1,700	1,810
2025 American Pay Raise	-	-	-	-	-	163	1,306	1,469
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	732	732
IRM IT WCF Increase Offset	-	-	-	-	-	(18,000)	-	(18,000)
IRM ITCF Offset (Artificial Intelligence)	-	-	-	-	-	(3,000)	-	(3,000)
IT WCF	-	-	-	-	-	1,072	-	1,072
Real Property Management WCF	-	-	-	-	-	18,000	-	18,000
Total Built-in Changes	-	-	-	-	-	(1,655)	3,738	2,083
FY 2025 Current Services	410	135	-	-	545	247,307	90,312	337,619
FY 2025 Program Changes								
IT Cyber Security Incentive Pay (C-SIP)	-	-	-	-	-	2,000	-	2,000
Realign Bandwidth, Cloud and Overseas Infrastructure to CBSP	-	-	-	-	-	(90,000)	-	(90,000)
FY25 Real Property Increase	-	-	-	-	-	741	-	741
Total Program Changes	-	-	-	-	-	(87,259)	-	(87,259)
FY 2025 Request	410	135	-	-	545	160,048	90,312	250,360

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Information Resource Management (IRM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Chief Information Officer	8	-	5,948	8	-	5,948	8	-	6,354	-	-	406
Deputy CIO for Business, Planning, and Customer Service	3	-	1,120	3	-	1,120	3	-	1,181	-	-	61
Deputy CIO for Operations	4	-	1,762	4	-	1,762	4	-	2,353	-	-	591
Director E-Diplomacy	21	-	7,583	21	-	7,583	21	-	7,986	-	-	403

BUREAU OF INFORMATION RESOURCE MANAGEMENT

Bureau of Information Resource Management (IRM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Director Enterprise Architecture and Planning	36	-	16,724	36	-	16,724	36	-	17,744	-	-	1,020
Director Enterprise Network Management	83	-	53,690	83	-	53,690	83	-	27,267	-	-	(26,423)
Director Information Assurance	28	-	16,535	28	-	16,535	19	-	29,516	(9)	-	12,981
Director Infrastructure	90	-	39,274	90	-	39,274	83	-	18,138	(7)	-	(21,136)
Director Messaging	77	-	46,431	77	-	46,431	77	-	29,359	-	-	(17,072)
Director Systems Integration	64	-	40,880	64	-	40,880	64	-	33,347	-	-	(7,533)
Enterprise Activities	30	-	24,507	30	-	24,507	39	-	16,909	9	-	(7,598)
Governance, Resource, and Performance Management	53	-	15,890	53	-	15,890	50	-	14,801	(3)	-	(1,089)
Regional Information Centers	17	-	5,413	17	-	5,413	17	-	5,710	-	-	297
Strategic Planning Office	31	-	59,779	31	-	59,779	41	-	39,695	10	-	(20,084)
Total	**545**	**-**	**335,536**	**545**	**-**	**335,536**	**545**	**-**	**250,360**	**-**	**-**	**(85,176)**

Funds by Object Class

($ in thousands)

Bureau of Information Resource Management (IRM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	69,336	69,336	73,614	4,278
1200 Personnel Benefits	23,621	23,621	30,267	6,646
2100 Travel & Trans of Persons	5,978	5,978	6,453	475
2200 Transportation of Things	4,256	4,256	4,594	338
2300 Rents, Comm & Utilities	32,290	32,290	35,599	3,309
2500 Other Services	112,070	112,070	63,348	(48,722)
2600 Supplies and Materials	13,785	13,785	14,881	1,096
3100 Personal Property	74,200	74,200	21,604	(52,596)
Total	**335,536**	**335,536**	**250,360**	**(85,176)**

BUREAU OF INTELLIGENCE AND RESEARCH

Resource Summary

($ in thousands)

Bureau of Intelligence and Research (INR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Intelligence and Research	83,460	83,460	81,320	(2,140)
Positions	380	380	369	(11)

WHO WE ARE & WHY IT MATTERS

The State Department's Bureau of Intelligence and Research (INR) is a member of the Intelligence Community (IC), and it is the only U.S. intelligence organization whose primary responsibility is to provide intelligence to inform diplomacy and support U.S. diplomats. INR fulfills these responsibilities by providing all-source intelligence analysis and information to the Secretary of State, U.S. diplomats, other Department of State officials, and senior U.S. policymakers throughout the government. INR is the United States' oldest civilian intelligence agency. Since 1945, when the Research and Analysis branch of the Office of Strategic Services (OSS) was transferred to the Department of State, INR has continued the OSS legacy of superior expertise, independence, and speaking truth to power.

INR serves as the Department's principal liaison with the Office of the Director of National Intelligence (ODNI) and other IC agencies. In this role, INR represents the Department's interests in the formulation of intelligence policy by ODNI and other IC elements. The Bureau also operates, maintains, and protects a Top Secret/Sensitive Compartmentalized Information (TS/SCI) technology network and data management capability that facilitates Department and IC communications worldwide. INR's Assistant Secretary serves as both the Secretary of State's Principal Intelligence Advisor and the Head of the Intelligence Community Element (HOICE) at the Department.

As they engage with IC counterparts, Department policymakers and Chiefs of Mission frequently rely on INR for its expertise and commitment to providing timely and objective intelligence. INR operates under a global mandate, covering issues complementary to the Department's diplomatic mission and supporting policy bureaus. The intelligence and information requirements of INR's policy clients reflect current realities and anticipatory concerns that include countering China's pernicious influence; Russia's unprecedented, aggressive actions; climate and health security; cyber espionage and attacks; the development and deployment of emerging technologies; economic threats and illicit financing; and weaponized disinformation.

INR remains a key contributor to all IC production, including National Intelligence Estimates and the President's Daily Brief. These products are vital to the Secretary and senior Department officials in making informed policy decisions. In addition, INR leads the U.S. government in foreign opinion research and analysis that provides host nation insights and sentiment towards U.S. policy. To improve understanding of issues and the quality of intelligence products, INR regularly brings analysts and policymakers together with outside experts from the private sector, academia, and non-governmental organizations in outreach events for open learning and collaboration opportunities.

INR is the nexus for intelligence policy and coordination between the Department of State and the IC. Within the Department, INR manages policy reviews of sensitive intelligence, cyber activities, counterintelligence, and law enforcement activities to determine their alignment with U.S. foreign policy interests. INR also conducts reviews of the IC's intelligence collection resource taskings and the management of the IC's overseas presence. Crucially,

BUREAU OF INTELLIGENCE AND RESEARCH

INR represents the State Department's interests in the formulation of intelligence policy by ODNI and by other elements of the IC.

In accordance with the State Department-USAID Joint Strategic Plan (JSP), INR's activities directly support the Department's mission to renew U.S. leadership in addressing global challenges, strengthening democratic institutions worldwide, and revitalizing the United States' diplomatic workforce and institutions. As a member of the IC, INR aligns its priorities to the National Security and Intelligence Strategies, including the DNI's Consolidated Intelligence Guidance. Combined, these strategies inform and drive INR's mission to empower diplomacy through the provision of top-quality intelligence.

BUREAU STRATEGIC GOALS

1. Provide policymakers with timely, relevant, objective intelligence and information to provide decision-advantage and support and enable U.S. diplomacy.
2. Coordinate all intelligence policy-related matters and operational activities to ensure they support U.S. foreign policy, and coordinate Departmental support to, and engagement with, the Intelligence Community (IC).
3. Ensure INR's IT systems and data are modernized and protected; and leverage Department and IC capabilities to promote secure and accessible information sharing for staff and internal and external clients.
4. Manage efficiently INR personnel and non-personnel resources to anticipate tomorrow's robust and complex intelligence requirements.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $81.3 million for DP Program Operations, a net decrease of $2.1 million below the FY 2023 Actual. This includes a realignment of funding for the Technology and Innovation Office (TIO), including the funding for 15 TIO positions, from DP Program Operations to the Worldwide Security Protection (WSP) allocation, as well as a realignment of funding for four positions from other INR offices from WSP to DP Program Operations. The result is for a net reduction of funding for 11 positions funded within the DP Program Operations account. Additional resources for cybersecurity-related investments are discussed in the WSP chapter.

Current services adjustments include the annualization of the 2023 and 2024 American Pay raises, the 2024 and 2025 American Pay raises, and a Real Property Working Capital Fund (WCF) increase.

The $3.2 million increase for the Real Property WCF will be applied to domestic Department real property costs incurred in addressing operations and maintenance (O&M), enterprise-level maintenance and repairs (M&R), rent, the atypical use of domestic building spaces, and indirect costs of facilities management and real property management.

The FY 2025 Request supports the Department's diplomats and senior policy makers by providing the all-source intelligence analysis, oversight, and support necessary to advance U.S. foreign policy. The Request addresses key priorities for cybersecurity and technology modernization as detailed in the Office of Inspector General (OIG) November 2023 report, "Management Alert: Critical Deficiencies Related to the Department of State's Sensitive Compartmented Information Systems Require Attention." To address the OIG recommendations, as well as

comply with new cybersecurity and zero trust mandates, INR has established four strategic priorities related to cybersecurity and modernization:

1. Superior Cybersecurity;
2. Modern, Secure Technology;
3. Resilient and Reliable Systems; and
4. Exceptional Risk Management and Governance.

The FY 2025 Request consolidates cybersecurity and technology associated with each of these goals within the Worldwide Security Protection (WSP) account, thereby providing increased visibility and prioritization of this funding.

Detailed Resource Summary

($ in thousands)

Bureau of Intelligence and Research (INR)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	311	69	-	-	380	27,230	56,230	83,460
FY 2024 Estimate	311	69	-	-	380	27,230	56,230	83,460
FY 2025 Base	311	69	-	-	380	34.230	56,230	90,460
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	16	1,186	1,202
2025 American Pay Raise	-	-	-	=	-	17	909	926
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	467	467
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	395	395
Real Property WCF Adjustment	-	-	-	-	-	3,206	-	3,206
Total Built-in Changes	-	-	-	-	-	3,239	2,957	6,196
FY 2025 Current Services	311	69	-	-	380	37,469	59,187	96,656
FY 2025 Program Changes								
Realign TIO from DP to WSP	(15)	-	-	-	(15)	(12,966)	(2,825)	(15,791)
Realign non-TIO from WSP to DP	4	-	-	-	4	-	455	455
Total Program Changes	(11)	-	-	-	(11)	(12,966)	(2,370)	(15,336)
FY 2025 Request	300	69	-	-	369	24,503	56,817	81,320

BUREAU OF INTELLIGENCE AND RESEARCH

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Intelligence and Research (INR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Assistant Secretary for Intelligence and Research	11	-	1,999	11	-	1,999	11	-	2,247	-	-	248
Deputy Assistant Secretary for Analysis and Information Management	9	-	1,661	9	-	1,661	9	-	1,878	-	-	217
Deputy Assistant Secretary for Intelligence Policy and Coordination	2	-	340	2	-	340	2	-	369	-	-	29
INR Watch (INR/WATCH)	20	-	3,258	20	-	3,258	20	-	3,539	-	-	281
Intelligence Policy and Information Sharing Center (INR/PSC)	5	-	959	5	-	959	6	-	1,068	1	-	109
Office of Analysis for Africa (INR/AF)	13	-	2,233	13	-	2,233	13	-	2,461	-	-	228
Office of Analysis for East Asia & Pacific	27	-	3,772	27	-	3,772	28	-	4,164	1	-	392
Office of Analysis for Europe (INR/EUR)	18	-	2,767	18	-	2,767	18	-	3,001	-	-	234
Office of Analysis for Near Eastern Affairs	17	-	2,755	17	-	2,755	17	-	2,986	-	-	231
Office of Analysis for Russia and Eurasia	20	-	3,221	20	-	3,221	20	-	3,487	-	-	266
Office of Analysis for South Asia (INR/SA)	8	-	1,274	8	-	1,274	8	-	1,422	-	-	148
Office of Analysis for Terrorism, Narcotics and Crime	19	-	2,845	19	-	2,845	19	-	3,117	-	-	272
Office of Analysis for Western Hemisphere Affairs (INR/WHA)	12	-	1,966	12	-	1,966	12	-	2,138	-	-	172
Office of Analytic Outreach (INR/AO)	11	-	1,795	11	-	1,795	11	-	1,979	-	-	184
Office of Consular and Management Liaison (INR/CML)	-	-	33	-	-	33	-	-	47	-	-	14
Office of Cyber Affairs (INR/CYBER)	11	-	2,231	11	-	2,231	11	-	2,511	-	-	280
Office of Economic Analysis	25	-	4,993	25	-	4,993	25	-	5,566	-	-	573
Office of Intelligence Operations (INR/OPS)	13	-	2,416	13	-	2,416	13	-	2,729	-	-	313
Office of Opinion Research (INR/OPN)	32	-	8,886	32	-	8,886	32	-	13,420	-	-	4,534
Office of Strategic, Proliferation and Military Issues	27	-	4,086	27	-	4,086	27	-	4,456	-	-	370
Office of Technical Collection Affairs (INR/TCA)	10	-	1,805	10	-	1,805	10	-	2,033	-	-	228
Office of the Executive Director	26	-	7,748	26	-	7,748	27	-	10,179	1	-	2,431

BUREAU OF INTELLIGENCE AND RESEARCH

Bureau of Intelligence and Research (INR)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of the Geographer and Global Issues	25	-	5,056	25	-	5,056	26	-	5,834	1	-	778
Principal DAS for Intelligence and Research	4	-	639	4	-	639	4	-	689	-	-	50
Technology and Innovation Office (INR/TIO)	15	-	14,722	15	-	14,722	-	-	-	(15)	-	(14,722)
Total	**380**	**-**	**83,460**	**380**	**-**	**83,460**	**369**	**-**	**81,320**	**(11)**	**-**	**(2,140)**

Funds by Object Class

($ in thousands)

Bureau of Intelligence and Research (INR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	42,670	42,670	42,813	143
1200 Personnel Benefits	14,786	14,786	14,882	96
2100 Travel and Transportation of Persons	1,673	1,673	1,198	(475)
2300 Rents, Communications and Utilities	1,674	1,674	1,198	(476)
2400 Printing and Reproduction	418	418	299	(119)
2500 Other Services	17,029	17,029	15,720	(1,309)
2600 Supplies and Materials	2,294	2,294	2,294	-
3100 Personal Property	2,916	2,916	2,916	-
Total	**83,460**	**83,460**	**81,320**	**(2,140)**

BUREAU OF INTERNATIONAL RELIGIOUS FREEDOM

Resource Summary

($ in thousands)

Bureau of International Religious Freedom (IRF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
International Religious Freedom	10,204	10,204	10,453	249
Positions	33	33	33	-

WHO WE ARE & WHY IT MATTERS

The Office of International Religious Freedom (IRF) promotes universal respect for freedom of religion or belief for all as a core objective of U.S. foreign policy. IRF is guided by the principles enshrined in the First Amendment, as well as in Article 18 of the Universal Declaration of Human Rights and Article 18 of the International Covenant on Civil and Political Rights. The Bureau's work supports the right of all individuals to be free to believe or not believe, to change their beliefs, speak about their beliefs, and to manifest their beliefs through teaching, practice, worship, and observance. This includes the religious freedom rights of individuals marginalized based on other identities, as well as the ability of individuals to be free from religion if they so choose.

While driven by American values, these efforts represent a vital national security imperative. The absence of freedom of religion or belief weakens social cohesion and can alienate citizens from their government, in turn fomenting inequality, resentment, and unrest. Conversely, expanding freedom of religion or belief and related rights (such as peaceful assembly, association, and expression) fosters political stability, economic growth, and human security both in the United States and abroad. IRF liaises extensively with domestic and international civil society, including religious groups and secular rights advocacy organizations, to understand their circumstances and to ensure their views and recommendations are effectively incorporated into the full range of U.S. foreign policy.

IRF leads the Department's work to strategically engage religious actors and communities to advance foreign policy objectives such as global health, peace, and security. The Bureau accomplishes its mission by: engaging in public, private, bilateral, international, and multi-stakeholder diplomacy; supporting the work of religious freedom defenders, faith leaders, members of communities of faith or non-belief, and faith-based organizations; partnering with faith actors around the world; and messaging solidarity with, and standing publicly for, the rights of individuals marginalized and persecuted on account of their religion or beliefs.

Within the State Department and the U.S. government, IRF leads direct engagement, cross-cutting collaboration, and awareness raising efforts on the impacts of effectively partnering with religious actors during both diplomatic outreach and activities that advance shared policy objectives.

BUREAU STRATEGIC GOALS

1. More governments fully respect freedom of religion or belief, including non-belief, as part of inclusive, equitable, and rights-respecting societies.
2. The U.S. government achieves policy goals more effectively through expanded, diverse, and dynamic

partnerships with the broadest range of civil society, with equal and meaningful inclusion of faith actors.
3. Build and equip a more diverse, inclusive, resilient, and dynamic workforce empowered with the resources and support needed to foster growth and success.
4. Ensure accountability to the American taxpayer.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $10.5 million, a $249,000 increase above the FY 2023 Actual level. This increase will address the annualization of the 2023 American pay raise and the 2024 and 2025 American pay raises.

The Request supports IRF's legally mandated activities, including: the production of the annual International Religious Freedom Report; the annual International Religious Freedom designations of counties and entities; mandatory religious freedom training for all Foreign Service officers and other employees; diplomatic activities to promote religious freedom for all; and the implementation of religious freedom-focused visa ineligibilities.

IRF's priorities also include achieving policy goals more effectively through expanded, diverse, and dynamic partnerships with the broadest range of civil society with equal and meaningful inclusion of faith actors.

Detailed Resource Summary

($ in thousands)

International Religious Freedom (IRF)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	26	7	-	-	33	4,962	5,242	10,204
FY 2024 Estimate	26	7	-	-	33	4,962	5,242	10,204
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	-	74	74
2025 American Pay Raise	-	-	-	-	-	20	88	108
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	42	42
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	25	25
Total Built-in Changes	-	-	-	-	-	20	229	249
FY 2025 Current Services	26	7	-	-	33	4,982	5,471	10,453
FY 2025 Request	26	7	-	-	33	4,982	5,471	10,453

BUREAU OF INTERNATIONAL RELIGIOUS FREEDOM

Staff and Funds by Domestic Organization Units

($ in thousands)

International Religious Freedom (IRF)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
International Religious Freedom	33	-	10,204	33	-	10,204	33	-	10,453	-	-	249
Total	**33**	**-**	**10,204**	**33**	**-**	**10,204**	**33**	**-**	**10,453**	**-**	**-**	**249**

Funds by Object Class

($ in thousands)

International Religious Freedom (IRF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	5,727	5,727	5,924	197
1200 Personnel Benefits	851	851	888	37
2100 Travel & Trans of Persons	276	276	277	1
2300 Rents, Comm & Utilities	51	51	51	-
2400 Printing & Reproduction	8	8	8	-
2500 Other Services	3,268	3,268	3,282	14
2600 Supplies and Materials	23	23	23	-
Total	**10,204**	**10,204**	**10,453**	**249**

INTERNATIONAL SECURITY AND NONPROLIFERATION

Resource Summary

($ in thousands)

International Security and Nonproliferation (ISN)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
International Security and Nonproliferation	57,593	57,593	62,543	4,950
Positions	248	248	248	-

WHO WE ARE & WHY IT MATTERS

The Bureau of International Security and Nonproliferation (ISN) leads the Department's efforts to prevent, disrupt, and roll back the spread of weapons of mass destruction (WMD) – whether nuclear, biological, chemical, or radiological – as well as their delivery systems, destabilizing conventional weapons, and related dual-use items. ISN also leads multiple initiatives focused on emerging and disruptive technologies, including leading-edge semiconductors, quantum computing, artificial intelligence, biotechnology, and technology for space-based activities.

Working with like-minded partners, ISN uses its diplomatic and programmatic tools to: strengthen global nonproliferation norms and institutions; oppose Chinese and Russian strategic competition; counter Iranian and North Korean activities of proliferation concern; respond to WMD terrorism threats; and promote regional stability.

The Department works with the United States' partners to strengthen the Biological Weapons Convention and the Nuclear Nonproliferation Treaty. Additionally, ISN negotiates bilateral peaceful nuclear cooperation agreements that allow nuclear commerce between the United States and partner countries, while promoting safe, secure, and safeguarded nuclear power.

ISN has also developed several initiatives to help countries reduce reliance on Russian and PRC nuclear exports. ISN implements statutory and discretionary sanctions authorities and is undertaking other actions to counter Russian and PRC activities that threaten U.S. interests, including sanctions implementation (e.g., section 231 of the Countering America's Adversaries Through Sanctions Act). In addition, ISN applies nonproliferation tools and innovative approaches to counter PRC competitive strategies, such as through the Multilateral Action on Sensitive Technologies (MAST) initiative; export licensing and controls; visa and investment screening; and interdiction efforts.

The Department exerts U.S. leadership within multilateral export control regimes to ensure that their control lists address emerging threats and keep pace with technological advances. ISN also continues its work to exact penalties on Russia for its invasion of Ukraine and the United States has imposed sanctions on Iranian entities that have provided unmanned aerial systems to Russia for use against Ukraine.

Recognizing the critical need for international cooperation in the successful achievement of the United States' strategic goals, ISN is: deepening cooperation with the G-7 and the Association of Southeast Asian Nations (ASEAN); supporting nonproliferation and other national security cooperation efforts with like-minded states and organizations, such as the North Atlantic Treaty Organization (NATO) and the QUAD (Australia, India, Japan, and the United States); and, ensuring that the implementation of the security partnership among Australia, the

United Kingdom, and the United States (known as AUKUS) is fully consistent with the participating countries' respective nonproliferation obligations.

Around the world, WMD materials continue to be stored insecurely, exacerbating the risk of exploitation by terrorists. Proliferator states, individual traffickers, and terrorists utilize weaknesses in the global strategic trade architecture to acquire items in the pursuit of destabilizing WMD, missile, and conventional weapons programs. Not being universally controlled, conventional technologies pursued by terrorists and other entities of concern include such elements as unmanned aerial vehicles and semiconductors. Capable of being used in weapons applications, ISN works to address, contain, and thwart these threats.

BUREAU STRATEGIC GOALS

1. Strengthen Global Nonproliferation Norms.
2. Counter Biological Threats to U.S. National Security and International Public Safety.
3. Advance U.S. Strategic Interests and Protect Against Threats from the PRC and Russia.
4. Prevent and Respond to Proliferation of WMD, Missiles, and Destabilizing Conventional Weapons and Technologies.
5. Promote Diversity, Equity, Inclusion, and Accessibility in Bureau Operations and Programs.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request for ISN is $62.5 million, an increase of $4.95 million above the FY 2023 Actual level.

Approximately one-half of ISN's bureau-managed funds cover ISN operating expenses and treaty-related expenses, while the other half covers the expenses of the Office of the Executive Director (EX). EX provides human resources, resource management, general services, and information technology services for all three bureaus under the Under Secretary of State for Arms Control and International Security.

The FY 2025 Request includes the following increases:

- $2.2 million for the Real Property Working Capital Fund (WCF). These funds will be applied to the costs of managing and maintaining the domestic space occupied by ISN.
- $2 million for American Salaries pay increases over 2024 and 2025.
- $636,000 for the Information Technology Working Capital Fund (IT WCF). This funding will support recurring connectivity and service cost increases, as defined by the Department's Bureau of Information Resource Management.
- $100,000 for the United States' share of Biological Weapons Convention expenses. Navigating an extraordinarily challenging geopolitical environment and Russia's blocking of a political declaration, the United States secured a successful outcome at the 2022 Biological Weapons Convention (BWC) Review Conference. The Review Conference outcome launched a new, more intensive work plan for the next four years, with a working group established to develop specific recommendations to strengthen the BWC and its implementation. The FY 2025 funding will be applied to efforts in support of this activity.

Detailed Resource Summary

International Security and Nonproliferation (ISN)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	227	20	1	-	248	18,523	39,070	57,593
FY 2024 Estimate	227	20	1	-	248	18,523	39,070	57,593
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	21	781	802
2025 American Pay Raise	-	-	-	-	-	21	608	629
A/WCF from FY24	-	-	-	-	-	1,847	-	1,847
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	324	324
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	260	260
IT WCF from FY24	-	-	-	-	-	636	-	636
Total Built-in Changes	-	-	-	-	-	2,525	1,973	4,498
FY 2025 Current Services	227	20	1	-	248	21,048	41,043	62,091
FY 2025 Program Changes								
Biological Weapons Convention (BWC)	-	-	-	-	-	100	-	100
ISN Bureau Real Property WCF Adjustment	-	-	-	-	-	352	-	352
Total Program Changes	-	-	-	-	-	452	-	452
FY 2025 Request	227	20	1	-	248	21,500	41,043	62,543

Staff and Funds by Domestic Organization Units

($ in thousands)

International Security and Nonproliferation (ISN)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Biological Policy Staff	7	-	1,732	7	-	1,732	7	-	1,969	-	-	237
Conventional Arms Threat Reduction	23	-	4,910	23	-	4,910	23	-	5,357	-	-	447
Cooperative Threat Reduction	12	-	2,157	12	-	2,157	12	-	2,391	-	-	234
Coordinator for Threat Reduction	1	-	192	1	-	192	1	-	212	-	-	20
Counterproliferation Initiatives	22	-	4,098	22	-	4,098	22	-	4,524	-	-	426

INTERNATIONAL SECURITY AND NONPROLIFERATION

International Security and Nonproliferation (ISN)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
DAS for International Security and Nonproliferation Programs	2	-	360	2	-	360	2	-	399	-	-	39
Deputy Assistant Secretary for International Security Policy	1	-	212	1	-	212	1	-	232	-	-	20
Deputy Assistant Secretary for Nonproliferation Policy	1	-	212	1	-	212	1	-	232	-	-	20
Export Control Cooperation	16	-	2,857	16	-	2,857	16	-	3,168	-	-	311
General Services Division	7	-	1,773	7	-	1,773	7	-	1,910	-	-	137
Human Resource Division	13	-	2,836	13	-	2,836	13	-	3,090	-	-	254
IAEA-UNVIE	1	-	180	1	-	180	1	-	200	-	-	20
Missile, Biological, and Chemical Nonproliferation	13	-	2,544	13	-	2,544	13	-	2,798	-	-	254
Multinational Nuclear & Security Affairs	13	-	3,227	13	-	3,227	13	-	3,481	-	-	254
Nonproliferation & Disarmament Fund	9	-	1,603	9	-	1,603	9	-	1,779	-	-	176
Nuclear Energy, Safety and Security	17	-	3,200	17	-	3,200	17	-	3,529	-	-	329
Office of Assistant Secretary	8	-	2,306	8	-	2,306	8	-	2,462	-	-	156
Office of Congressional and Public Affairs	7	-	1,271	7	-	1,271	7	-	1,419	-	-	148
Office of Critical Technology Protection	6	-	1,114	6	-	1,114	6	-	1,231	-	-	117
Office of Policy Coordination	16	-	3,044	16	-	3,044	16	-	3,355	-	-	311
Office of the Executive Director	4	-	1,432	4	-	1,432	4	-	1,510	-	-	78
PDAS for International Security and Nonproliferation, Policy, Programs, & PA	3	-	604	3	-	604	3	-	663	-	-	59
Resource Management Division	15	-	2,996	15	-	2,996	15	-	3,289	-	-	293
Special Representative for Nuclear Nonproliferation	1	-	244	1	-	244	1	-	264	-	-	20
Technology Division	14	-	9,463	14	-	9,463	14	-	9,730	-	-	267
WMD/Terrorism	16	-	3,026	16	-	3,026	16	-	3,349	-	-	323
Total	**248**	**-**	**57,593**	**248**	**-**	**57,593**	**248**	**-**	**62,543**	**-**	**-**	**4,950**

INTERNATIONAL SECURITY AND NONPROLIFERATION

Funds by Object Class

($ in thousands)

International Security and Nonproliferation (ISN)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	30,494	30,494	32,014	1,520
1200 Personnel Benefits	9,853	9,853	10,413	560
2100 Travel & Trans of Persons	2,405	2,100	2,100	(305)
2300 Rents, Comm & Utilities	1,140	1,140	3,578	2,438
2400 Printing & Reproduction	114	114	114	-
2500 Other Services	11,245	11,496	11,828	583
2600 Supplies and Materials	275	275	275	-
3100 Personal Property	322	320	320	(2)
4100 Grants, Subsidies & Contributions	1,745	1,801	1,901	156
Total	**57,593**	**57,593**	**62,543**	**4,950**

OFFICE OF THE LEGAL ADVISER

Resource Summary

($ in thousands)

Office of the Legal Adviser (L)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Office of the Legal Adviser	59,084	59,084	69,122	10,038
Positions	298	298	300	2

WHO WE ARE & WHY IT MATTERS

The Office of the Legal Adviser (L) advises and represents State on all international and domestic legal policy issues related to U.S. foreign policy and the work of the Department. The Office is staffed by attorneys selected through one of the most competitive hiring processes among federal general counsel's offices. L's personnel also include extradition specialists, treaty analysts, paralegals, and administrative support professionals.

The Office of the Legal Adviser provides critical support for U.S. government foreign policies worldwide. L is a key component of Department efforts to: address climate change and the challenges of emerging technologies; fight international terrorism and other threats to U.S. security; promote U.S. economic interests in the nation's foreign affairs; and ameliorate and resolve political and humanitarian crises around the globe. The Office plays a leading role in negotiations on global health and environmental issues, nonproliferation, and international cooperation in space.

L actively serves U.S. vital interests in addressing issues related to refugee and migration, law enforcement, international humanitarian law, international human rights, and the rule of law. Across these technical areas, the Office advises the Department on the legal implications of its actions, ranging from the earliest stages of policymaking through activity implementation. In doing so, L helps develop the broadest possible range of legally available options to accomplish the United States' foreign policy goals. L's involvement in these processes minimizes litigation risk, enhances the United States's reputation as a world leader, and ensures that the country's actions and policies in these complex areas comply with applicable domestic and international law.

The Office is an essential bureau partner in supporting the Department's workforce and management platform by providing legal advice on a wide range of matters, including: the expenditure of operating funds; the provision of consular services; passport and visa operations; border security; buildings and acquisitions; U.S. diplomatic and consular operations abroad, including protection of U.S. personnel; security of personnel and information technology; privileges and immunities; ethics and financial disclosure; and information law.

In addition, L advises on matters that are essential to successful transitions within the Department, including on delegations of authority, employment law (Civil Service, Foreign Service, and Locally Employed Staff), and other management-related issues. The Office is responsible for defending and representing the United States before international bodies, such as arbitrations under investment agreements and cases before the International Court of Justice. L also advises on litigation in U.S. courts, including Supreme Court cases, concerning Department activities or foreign policy or international law questions.

To further Department priorities, L engages in a variety of activities, including but not limited to:

- supporting Executive Branch efforts to counter malign activities by other countries;

- developing effective legal frameworks to deal with global health issues;
- facilitating extraditions;
- assisting in the acquisition of diplomatic properties;
- advancing international economic, energy, space, Arctic, and environmental policies;
- developing and implementing arms control and weapons counter-proliferation programs and policies;
- resolving international claims and disputes;
- advising on the development and implementation of Department foreign assistance activities;
- advising on refugee admissions and vetting of visa applicants; and
- responding to Congressional oversight inquiries and investigations.

The Office is also spearheading efforts to hold Russia accountable for its aggression and war crimes against Ukraine and provide legal support for the U.S. government's ongoing work to counter Chinese influence.

As part of its responsibilities, L is defending hundreds of lawsuits against the Department or the U.S. government, including: passport and visa litigation; over 270 employment lawsuits and administrative proceedings; over 190 suits regarding Freedom of Information Act (FOIA) requests; and 30 contract disputes. Many of these cases involve multi-million-dollar claims. L also defends multi-billion dollar claims against the United States in international tribunals.

Because the Office provides legal advice and counsel to State, it interacts with virtually every bureau in the Department. Key partners and stakeholders include Department Principals, client bureaus, and a wide range of other U.S. departments and agencies that depend on L's analysis and counsel on matters of domestic and international law. These interagency partners include the National Security Council (NSC) staff, Department of Defense (DOD), Department of Homeland Security (DHS), and the Department of Justice (DOJ). Through its work around the world, L also engages with foreign and intergovernmental legal advisers, international tribunals, other legal bodies, and civil society organizations.

L's overarching mission is to develop, explain, and defend U.S. legal and legal policy positions on a wide range of international and domestic issues, as well as provide timely and analytically rigorous advice to Department principals and other bureaus to help them lawfully execute the Department's mission and policy goals. Failure to perform these duties at the highest level fundamentally jeopardizes the ability of the Department to meet the goals set forth in the Department's Joint Strategic Plan (JSP) and exposes the Department to litigation, oversight inquiries, and financial loss.

BUREAU STRATEGIC GOALS

1. Develop, explain, and defend U.S. legal and legal policy positions regarding domestic and international law.
2. Support Department efforts to protect American interests abroad.
3. Provide timely, accurate, and useful legal guidance, representation, and customer service to Department clients and management in support of the efficient functioning of the Department and Department programs.
4. Empower the workforce to thrive in a diverse, equitable, inclusive, and flexible environment.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

OFFICE OF THE LEGAL ADVISER

JUSTIFICATION OF REQUEST

The Department's FY 2025 Request is $69.1 million, a $10 million increase above FY 2023 Actual. The increase includes $7.4 million in bureau-managed funding and $2.6 million for American Salaries pay raises. These resources will support information technology (IT) enhancements necessary to implement statutory requirements, including the Treaty Information Management System (TIMs), as well as E-Discovery contracts and internal capacity development to produce required court mandated discovery.

The Request will fund two additional positions in support of Department efforts in East Asian and Pacific Affairs (L/EAP), with one focusing on issues related to the People's Republic of China (PRC) and the other focusing on Taiwan and the Pacific. A portion of the FY 2025 Request will also be applied toward mandatory Working Capital Fund (WCF) increases for IT and Real Property.

The bureau and office efforts that L helps advance in support of U.S. global strategic, economic, and political interests continue to expand in scope and complexity. The considerable technological and human resources the Office needs to successfully address the associated operational legal requirements are reflected in the FY 2025 Request. In addition to the activities discussed above, FY 2025 funding will enable L to respond to a record number of immigration cases, employment related cases, sanctions actions, and other key Administration priorities in a timely, efficient, and effective manner.

Detailed Resource Summary

Office of the Legal Adviser (L)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	297	1	-	-	298	13,825	45,259	59,084
FY 2024 Estimate	297	1	-	-	298	13,825	45,259	59,084
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	14	961	975
2025 American Pay Raise	-	-	-	-	-	19	737	756
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	404	404
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	320	320
IT WCF Increases	-	-	-	-	-	778	-	778
Real Property WCF	-	-	-	-	-	2,315	-	2,315
Total Built-in Changes	-	-	-	-	-	3,126	2,422	5,548
FY 2025 Current Services	297	1	-	-	298	16,951	47,681	64,632
FY 2025 Program Changes								
Procurement Shared Service Center	-	-	-	-	-	9	-	9
Real Property Management Service Center	-	-	-	-	-	93	-	93
L/EAP Attorney - PRC	1	-	-	-	1	82	112	194

OFFICE OF THE LEGAL ADVISER

Office of the Legal Adviser (L)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
L/EAP Attorney - Taiwan and the Pacific	1	-	-	-	1	82	112	194
Treaty Information Management Systems	-	-	-	-	-	1,000	-	1,000
E-Discovery	-	-	-	-	-	3,000	-	3,000
Total Program Changes	2	-	-	-	2	4,266	224	4,490
FY 2025 Request	299	1	-	-	300	21,217	47,905	69,122

Staff and Funds by Domestic Organization Units

($ in thousands)

Office of the Legal Advisor (L)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Afghanistan, Pakistan, and South Central Asian Affairs	3	-	556	3	-	556	3	-	631	-	-	75
African and Near Eastern Affairs	6	-	1,108	6	-	1,108	6	-	1,258	-	-	150
Buildings and Acquisitions	14	-	2,497	14	-	2,497	14	-	2,799	-	-	302
Consular Affairs	1	-	108	1	-	108	1	-	129	-	-	21
Deputy Legal Advisers	12	-	2,289	12	-	2,289	12	-	2,480	-	-	191
Diplomatic Law and Litigation	10	-	1,973	10	-	1,973	10	-	2,217	-	-	244
East Asian and Pacific Affairs	3	-	615	3	-	615	5	-	722	2	-	107
Economic and Business Affairs	14	-	2,432	14	-	2,432	14	-	2,773	-	-	341
Employment Law	30	-	5,595	30	-	5,595	30	-	6,448	-	-	853
Ethics and Financial Disclosure	17	-	2,705	17	-	2,705	17	-	3,119	-	-	414
European Affairs	4	-	768	4	-	768	4	-	884	-	-	116
Executive Director	29	-	4,733	29	-	4,733	29	-	5,407	-	-	674
Human Rights and Refugees	13	-	2,472	13	-	2,472	13	-	2,909	-	-	437
International Claims and Investment Disputes	21	-	8,192	21	-	8,192	21	-	11,061	-	-	2,869
Law Enforcement and Intelligence	19	-	3,450	19	-	3,450	19	-	3,893	-	-	443
Legal Adviser	2	-	402	2	-	402	2	-	469	-	-	67
Legislation and Foreign Assistance	7	-	1,447	7	-	1,447	7	-	1,630	-	-	183
Management	21	-	4,213	21	-	4,213	21	-	4,842	-	-	629
Nonproliferation and Arms Control	8	-	1,447	8	-	1,447	8	-	1,630	-	-	183
Oceans, International Environmental & Scientific Affairs	14	-	2,371	14	-	2,371	14	-	2,680	-	-	309

OFFICE OF THE LEGAL ADVISER

Office of the Legal Advisor (L)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Political-Military Affairs	10	-	2,485	10	-	2,485	10	-	2,929	-	-	444
Private International Law	6	-	739	6	-	739	6	-	839	-	-	100
Public Diplomacy and Public Affairs	7	-	1,293	7	-	1,293	7	-	1,467	-	-	174
Treaty Affairs	14	-	2,646	14	-	2,646	14	-	3,028	-	-	382
United Nations Affairs	8	-	1,632	8	-	1,632	8	-	1,840	-	-	208
Western Hemisphere Affairs	5	-	916	5	-	916	5	-	1,038	-	-	122
Total	**298**	**-**	**59,084**	**298**	**-**	**59,084**	**300**	**-**	**69,122**	**2**	**-**	**10,038**

Funds by Object Class

($ in thousands)

Office of the Legal Advisor (L)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	37,134	37,134	39,667	2,533
1200 Personnel Benefits	8,994	8,994	9,571	577
2100 Travel & Trans of Persons	250	250	384	134
2300 Rents, Comm & Utilities	924	924	1,418	494
2400 Printing & Reproduction	75	75	115	40
2500 Other Services	6,877	6,877	10,554	3,677
2600 Supplies and Materials	136	136	209	73
3100 Personal Property	432	432	663	231
4100 Grants, Subsidies & Contributions	4,262	4,262	6,541	2,279
Total	**59,084**	**59,084**	**69,122**	**10,038**

BUREAU OF LEGISLATIVE AFFAIRS

Resource Summary

($ in thousands)

Bureau of Legislative Affairs (H)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Legislative Affairs	15,114	15,114	16,851	1,737
Positions	74	74	76	2

WHO WE ARE & WHY IT MATTERS

The Secretary of State is the Department's principal Congressional Relations Officer, and the Bureau of Legislative Affairs (H) supports the Secretary by ensuring that the Administration's foreign policy priorities and resourcing needs are reflected throughout the Department's results-oriented engagement with the U.S. Congress. Given Congress' essential role, H is integral to advancing Department initiatives and the country's strategic interests.

Under the Secretary's direction, the Department has revitalized its partnership with Congress. However, the Bureau must continually strive to build upon this success. H's efforts in advancing key strategic policy initiatives are reflected in the Bureau's work in support of Department actions tied to Ukraine, countering Russia's aggression, China, and Taiwan. H prepared the Secretary and Deputy Secretary for multiple engagements on these issues, complemented by essential advocacy with Congress on: Supplemental appropriations for Ukraine and other national security priorities; FY 2023 and FY 2024 appropriations; the creation of the Office of China Coordination (China House) within the Department's Bureau of East Asian and Pacific Affairs (EAP); and implementation of the Taiwan Policy Act. In addition, H spearheaded discussions with Congress on the establishment of the Bureau of Global Health Security and Diplomacy (GHSD).

The Bureau of Legislative Affairs coordinates all legislative activity for the Department of State and advises the Secretary, Deputy Secretaries, Under Secretaries, and Assistant Secretaries on legislative strategy. H works closely with authorization, appropriations, and other oversight committees of the House and Senate, as well as with individual Members with an interest in State Department or foreign policy issues. H also manages Department testimony before House and Senate hearings; organizes Member and staff briefings; facilitates Department engagement on complex Congressional investigations; and coordinates all Congressional overseas travel, as well as State Department-related domestic travel for Members and staff.

H manages preparation for the Secretary's annual testimony with all four Congressional oversight committees on the budget Request. The Bureau also advances the Department's overall mission by promoting the passage of foreign policy legislation, including appropriations legislation, advice and consent to treaties, and Senate confirmation of the President's Department and ambassadorial nominees.

H advocates for the timely completion of congressional notification procedures for hundreds of funding, management, and arms sales notifications, assisting with efforts to address Congressional concerns when they do arise. The Bureau also reviews and engages with Members and Staff on proposed legislation and coordinates the Department's input to Statements of Administration Policy on legislation affecting the conduct of U.S. foreign policy and the Department's activities. In addition, H advises the Department's bureaus on legislative outreach strategies, communications with Congress, and oversight issues.

BUREAU OF LEGISLATIVE AFFAIRS

The H Assistant Secretary reports directly to the Secretary. H is comprised of the following offices/teams:

- House and Senate teams, each headed by a Deputy Assistant Secretary (DAS);
- Regional Affairs and the Global and Functional Affairs Offices, which reports to a DAS;
- Appropriations Team, which reports to the Principal Deputy Assistant Secretary (PDAS);
- Legislative Reference Unit, which reports to the PDAS; and
- Congressional Correspondence Unit and Congressional Travel Office, which also report to the PDAS.

BUREAU STRATEGIC GOALS

1. Develop and advance the Secretary's agenda in Congress.
2. Ensure Department and ambassadorial nominees requiring Senate confirmation are best positioned to be confirmed.
3. Maintain timely and responsive communications with Members of Congress (reports, letters, inquiries, and travel).
4. Attract and Maintain a Talented, Diverse, and Resilient Workforce.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau strategies/

JUSTIFICATION OF REQUEST

The FY 2025 Request is $16.9 million, an increase of $1.7 million above the FY 2023 Actual level. The increase includes: $800,000 in American pay raises and $937,000 in bureau-managed funding for staff travel, required Working Capital Fund (WCF) increases, and funding for two new Civil Service positions.

The first position will serve in the Congressional Liaison Office, working on essential in-person Capitol Hill outreach and liaison efforts with other national security agencies. The second position will serve as a Staff Assistant, focusing on hearing preparation support for Department leadership and providing quick, reliable service for the Department's formal transmittals.

Beyond funding for the addition of two positions, the bureau-managed funding increase also includes $118,000 in travel funds to address temporary duty assignment (TDY) costs.

Detailed Resource Summary

Bureau of Legislative Affairs (H)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	62	12	-	-	74	3,360	11,754	15,114
FY 2024 Estimate	62	12	-	-	74	3,360	11,754	15,114
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	7	234	241
2025 American Pay Raise	-	-	-	-	-	8	176	184

BUREAU OF LEGISLATIVE AFFAIRS

Bureau of Legislative Affairs (H)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	88	88
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	78	78
IT WCF Increases	-	-	-	-	-	160	-	160
Real Property WCF	-	-	-	-	-	460	-	460
Total Built-in Changes	-	-	-	-	-	635	576	1,211
FY 2025 Current Services	62	12	-	-	74	3,995	12,330	16,325
FY 2025 Program Changes								
Procurement Shared Service Center	-	-	-	-	-	2	-	2
Real Property Management Service Center	-	-	-	-	-	18	-	18
Staff Assistant	1	-	-	-	1	82	112	194
Congressional Liaison	1	-	-	-	1	82	112	194
Staff Travel	-	-	-	-	-	118	-	118
Total Program Changes	2	-	-	-	-	302	224	526
FY 2025 Request	64	12	-	-	76	4,297	12,554	16,851

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Legislative Affairs (H)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Assistant Secretary	9	-	1,612	9	-	1,612	9	-	1,794	-	-	182
Deputy Assistant Secretary for House Affairs	4	-	716	4	-	716	4	-	797	-	-	81
Deputy Assistant Secretary for Senate Affairs	5	-	897	5	-	897	5	-	997	-	-	100
Deputy Assistant for Regional, Global and Functional Affairs	32	-	6,452	32	-	6,452	32	-	7,178	-	-	726
Principal Deputy Assistant Secretary	24	-	5,437	24	-	5,437	26	-	6,085	2	-	648
Total	**74**	**-**	**15,114**	**74**	**-**	**15,114**	**76**	**-**	**16,851**	**2**	**-**	**1,737**

BUREAU OF LEGISLATIVE AFFAIRS

Funds by Object Class

($ in thousands)

Bureau of Legislative Affairs (H)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	9,312	9,312	10,039	727
1200 Personnel Benefits	2,866	2,866	3,079	213
2100 Travel & Trans of Persons	164	164	218	54
2300 Rents, Comm & Utilities	587	587	781	194
2400 Printing & Reproduction	131	131	175	44
2500 Other Services	1,566	1,566	1,910	344
2600 Supplies and Materials	294	294	391	97
3100 Personal Property	194	194	258	64
Total	**15,114**	**15,114**	**16,851**	**1,737**

UNDER SECRETARY FOR MANAGEMENT

Resource Summary

($ in thousands)

Under Secretary for Management (M)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Management	34,082	34,082	39,255	5,173
Positions	78	78	78	-

WHO WE ARE & WHY IT MATTERS

The Office of the Under Secretary for Management (M) is responsible for the people, resources, facilities, technology, and security of the Department of State. The Under Secretary serves as one of the Secretary's principal advisers on management issues and on all matters involving allocation of Department operating resources, including forward planning and control of positions, funds, and other worldwide Department resources that support U.S. foreign policy objectives.

M assesses resources, security, and strategic goals related to the U.S. government presence abroad to ensure appropriate interagency presence under Chief of Mission authority worldwide. The Under Secretary also coordinates and oversees the Department's progress implementing the President's Accountable Government Initiative, and provides advice and recommendations on cross-cutting, government-wide issues.

The Under Secretary for Management has direct line of responsibility for the following bureaus, offices, and staff:

- Administration;
- Consular Affairs;
- Diplomatic Security;
- Budget and Planning;
- Comptroller and Global Financial Services;
- Information Resource Management;
- Overseas Buildings Operations;
- Foreign Service Institute;
- Office of the Director General of the Foreign Service and Director of Global Talent;
- Office of Management Strategy and Solutions;
- Office of Medical Services;
- Director of Diplomatic Reception Rooms; and
- Office of White House Liaison.

The Under Secretary protects the security, safety, and well-being of the global workforce, as well as managing the infrastructure that enables diplomacy. M is the focal point for initiatives which increase the security, efficiency, and effectiveness of the people, facilities, and systems supporting the implementation of U.S. foreign policy. The Office utilizes a data-informed approach to managing the Department and proliferates best practices world-wide.

The Office of Management Strategy and Solutions (M/SS) convenes stakeholders and works with partners across the Department, acting as a trusted partner for smart management. M/SS' mission is to generate strategic insights and solutions that help improve the management platform and advance the United States' foreign policy goals.

UNDER SECRETARY FOR MANAGEMENT

M/SS is comprised of three directorates which provide management support to the Department's domestic facilities and overseas posts. Employing 86 full-time, permanent Civil Service (CS) and Foreign Service (FS) employees, these directorates are:

- Policy and Global Presence (PGP). PGP develops policies and manages platforms that strengthen the Department's strategic governance, accountability, and alignment of resources;

- The Center for Analytics (CfA). The CfA serves as the Department of State's enterprise data management and analytics capability, acting to empower data informed diplomacy; and

- Consulting and Advanced Projects (CAP). CAP helps Department Principals, bureaus, and posts solve varied challenges through the application of leading-edge management and mission expertise.

The White House Liaison (M/WHL) facilitates all non-career appointments within the Department, including Presidential Appointees requiring Senate confirmation (PAS), Senior Executive Service (SES), and Schedule C employees.

BUREAU STRATEGIC GOALS

1. Strengthen the Department's strategic management.
2. Empower data-informed diplomacy.
3. Advance solutions to cross-cutting management and sustainability challenges.
4. Promote a high-performing, forward-looking organization that thrives on diversity, equity, inclusion, accessibility, and teamwork.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $39.3 million, an increase of $5.2 million above FY 2023 Actual. The increase includes $470,000 for American Pay raises and $128,000 for the annualization of 2023 and 2024 American Pay raises. Current services also include increased charges for enterprise-level Working Capital Funds for IT and real property. This remainder of the increase is broken out below.

Artificial Intelligence (AI) Capabilities: $2.1 million

The integration of generative AI capabilities (including commercially available generative AI tools) into Department operations reflects a significant shift towards modernization and increased efficiency. AI integration into the Department aligns with the Secretary's priority on Emerging Technology Diplomacy, as well as the Innovation and Risk pillar of the Secretary's Modernization Agenda.

By using AI tools to inform decision-making and to process, synthesize, and collate data more quickly, the Department is expected to experience a considerable increase in productivity. This strategic shift will allow more human and material resources to be applied to the high-value Public Diplomacy work which is crucial for representing the interests of the American public. M/SS/CfA is requesting $2.1 million in recurring funding to

support the necessary staff who oversee the successful implementation of AI, ensure end-user adoption, and explore future AI capabilities.

National Security Decision Directive 38 (NSDD 38) Outreach and Training: $268,000

The National Security Decision Directive 38 process and supporting system is the principal means by which Chiefs of Mission meet their responsibility to manage staffing levels at overseas missions. The web-based application helps facilitate interagency management of overseas personnel resource allocations and decisions. M/SS received FY 2023 funds to upgrade and modernize the NSDD 38 (OpenNet) platform. In response to the demand for additional training by system users in the Department and other U.S. federal agencies, M/SS will utilize FY 2025 funding to support work with the Foreign Service Institute for the development of a web-based training to assist users in submitting, tracking, and managing requests. Anticipated outcomes include: improved user experience and quality of submissions; increased accuracy in data submissions; and faster and more accurate processing of requests.

Detailed Resource Summary

Under Secretary for Management (M)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	50	28	-	-	78	21,690	12,392	34,082
FY 2024 Estimate	50	28	-	-	78	21,690	12,392	34,082
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	11	242	253
2025 American Pay Raise	-	-	-	-	-	10	207	217
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	47	47
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	81	81
IT WCF	-	-	-	-	-	251	-	251
Real Property WCF	-	-	-	-	-	1,996	-	1,996
Total Built-in Changes	-	-	-	-	-	2,268	577	2,845
FY 2025 Current Services	50	28	-	-	78	23,958	12,969	36,927
FY 2025 Program Changes								
M/SS CfA AI Capabilities	-	-	-	-	-	2,060	-	2,060
Outreach and Training	-	-	-	-	-	268	-	268
Total Program Changes	-	-	-	-	-	2,328	-	2,328
FY 2025 Request	50	28	-	-	78	26,286	12,969	39,255

UNDER SECRETARY FOR MANAGEMENT

Staff and Funds by Domestic Organization Units

($ in thousands)

Under Secretary for Management (M)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Management Strategy and Solutions (M/SS)	55	-	28,942	55	-	28,942	55	-	33,798	-	-	4,856
Under Secretary for Management	19	-	4,386	19	-	4,386	19	-	4,648	-	-	262
White House Liaison	4	-	754	4	-	754	4	-	809	-	-	55
Total	**78**	**-**	**34,082**	**78**	**-**	**34,082**	**78**	**-**	**39,255**	**-**	**-**	**5,173**

Funds by Object Class

($ in thousands)

Under Secretary for Management (M)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	9,894	9,894	10,334	440
1200 Personnel Benefits	3,198	3,198	3,343	145
2100 Travel & Trans of Persons	450	450	455	5
2300 Rents, Comm & Utilities	600	600	1,113	513
2400 Printing & Reproduction	24	24	24	-
2500 Other Services	19,656	19,656	23,723	4,067
2600 Supplies and Materials	250	250	253	3
3100 Personal Property	10	10	10	-
Total	**34,082**	**34,082**	**39,255**	**5,173**

BUREAU OF OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Resource Summary

($ in thousands)

Bureau of Oceans and International Environment and Scientific Affairs (OES)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Oceans and Int. Environment and Scientific Affairs	47,755	49,755	56,697	8,942
Positions	205	205	208	3

WHO WE ARE & WHY IT MATTERS

The Bureau of Oceans and International Environmental and Scientific Affairs (OES) is mandated to lead U.S. international engagement to conserve and restore planet Earth, build long-term resilience to global challenges, and advance global cooperation in science and space. The issues all directly impact American's security and well-being. OES engages holistically on international environment, science, and technology (EST) priorities. The Bureau cultivates the alliances and partnerships, as well as the rules-based international norms, that are key to addressing globally significant challenges.

OES' mandate is central to critical missions within the Secretary's modernization agenda and numerous Administration geopolitical priorities, as outlined in the Administration's National Security Strategy, the Department of State and USAID Joint Strategic Plan, and multiple Executive Orders (e.g., 13747, 14008, 14072). The Bureau leads U.S engagement in more than 400 treaties, negotiations, and commissions at which it represents U.S. interests in EST areas, including the United Nations (UN) Environment Assembly and the Montreal Protocol.

OES also helps inform the Administration's strategy regarding engagement with the People's Republic of China (PRC) on issues that might negatively impact open, transparent, and prosperous global and regional norms.

In FY 2023, OES achieved important Department objectives, including: launching negotiations for an international plastics agreement; adopting the High Seas Treaty (or BBNJ Agreement); ratifying the Kigali Amendment to the Montreal Protocol; and releasing the Strategic Framework for Space Diplomacy. OES also supported the Secretary's launch of the Partnership for Atlantic Cooperation, a multilateral forum of coastal Atlantic countries to address shared challenges and uphold a set of shared principles for Atlantic cooperation.

The Bureau continues to advance these priorities, as well as Administration goals focused on countering harmful pollution. OES works to build partners' and allies' capacities to address the global biodiversity crisis, and promotes actions aimed at conserving at least 30 percent of land and water and 30 percent of the global ocean by 2030.

OES' engagement with regional fisheries organizations helps generate billions of dollars in U.S. revenues and supports millions of U.S. jobs. Complementing these regional activities, the Bureau also leads U.S. government efforts to counter illegal, unreported, and unregulated fishing through the Maritime Security and Fisheries Enforcement (SAFE) Act Interagency Working Group.

OES develops and executes programs necessary for climate change mitigation and adaption, including the implementation of the President's Emergency Plan for Adaptation and Resilience (PREPARE), promotion of clean energy development, and provision of support to create sustainable landscapes.

BUREAU OF OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

OES plays an essential role in connecting elements across the landscape of EST diplomacy, helping to align work, resources, and priorities to solve global challenges and lay the foundation for the next century of diplomacy. The work is urgent, and it impacts the day-to-day lives and livelihoods of Americans and U.S. citizens around the world.

Office of the Science and Technology Adviser (E/STAS)

The Science and Technology Adviser to the Secretary of State reports directly to the Under Secretary for Economic Growth, Energy, and the Environment (E), and STAS has a distinct budget sub-allocation within the OES budget. STAS focuses on science, technology, and innovation (STI) diplomacy, coordinating lines of effort to ensure maximum return for global benefit.

The Office executes multiple initiatives, including five STI fellowship programs that support approximately 65 science, technology, engineering, and math (STEM) professionals per year. In addition, STAS leads the Regional Technology Officer (RTO) program, which advances technology diplomacy by addressing economic security, U.S. competitiveness, and strategic competition with the PRC.

BUREAU STRATEGIC GOALS

1. Restore and advance the sustainable well-being and prosperity of the American people, by conserving and protecting the global environment, ocean, health, and space.
2. Mitigate threats to the global environment, ocean, health, and space that jeopardize security and the prosperity of the United States.
3. Lead international institutions to work transparently and accountably, while promoting diversity, equity, and inclusion, and advocating science-based decision making to advance American values and interests.
4. Department employees increase ESTH literacy and employ ESTH knowledge in diplomatic engagements.
5. OES recruits, hires, and retains a workforce representative of the diversity of the United States.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $56.7 million, an increase of $8.9 million above FY 2023 Actual. The Request includes $4 million to address current services adjustments, including the American Pay raises, Real Property Working Capital Fund (WCF) costs, and Information Technology (IT) WCF adjustments.

The Request includes a $1.5 million increase to continue support for the Partnership for Atlantic Cooperation. At the direction of the White House, OES leads U.S. efforts to establish this new multilateral forum and build a peaceful, prosperous, open, and cooperative Atlantic region, while protecting the ocean as a healthy, sustainable, and resilient resource for generations to come. FY 2025 resources will be utilized to support the work of the Senior Coordinator for Atlantic Cooperation; Department's multilateral and interagency efforts to advance the Partnership; and other costs associated with bringing the initiative to fruition.

The FY 2025 Request contains an increase of $1.4 million to strengthen OES' operational capacity, furthering the Administration's environmental, climate, conservation, ocean, space, and science objectives. The United States is

a leader in a wide range of relevant multilateral processes, including the Artemis Accords, the Montreal Protocol, and the Antarctic Treaty System, as well as in continued negotiations on an international agreement on plastic pollution. The level of OES contractor staff has been increased to ensure the Bureau has a sufficient workforce necessary to advance these priorities. In addition, a significant increase in travel associated with activities aligned with Administration priorities is expected in FY 2025, as OES must participate in person at multilateral and other partner meetings as required to advance U.S. goals.

E/STAS

The FY 2025 Request includes $2 million to support the expansion of the RTO program by adding three overseas Foreign Service (FS) officers. The RTO Program, launched in 2021, focuses on technology diplomacy to address economic security, U.S. competitiveness, and core geopolitical challenges. Six RTOs are currently based in the Bureau of Western Hemisphere Affairs (WHA), Bureau of European and Eurasian Affairs (EUR), and Bureau of East Asian and Pacific Affairs (EAP). The officers are situated to be catalysts for strategic opportunities in fields like artificial intelligence, biotechnology, and quantum technologies.

RTOs work closely with the Office of the Special Envoy for Critical and Emerging Technology (S/TECH), the Bureau of Cyberspace and Digital Policy (CDP), and the National Security Council. Congress and the U.S. taxpayers follow the program closely as a clear example of "boots on the ground" for the United States in technology competition with the PRC.

The Request will fund three new RTO positions, for a total of nine, expanding program coverage to areas with no current RTOs (e.g., Bureau of South and Central Asian Affairs, Bureau of African Affairs, and Bureau of Near Eastern Affairs). These positions will ensure the Department engages in all parts of the world, including those regions where U.S. technology activities are under-resourced compared to the PRC.

Detailed Resource Summary

($ in thousands)

Bureau of Oceans and International Environment and Scientific Affairs (OES)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	165	39	1	-	205	15,192	32,563	47,755
FY 2024 Estimate	165	39	1	-	205	17,192	32,563	49,755
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	55	694	749
2025 American Pay Raise	-	-	-	-	-	3	527	530
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	272	272
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	231	231
IT WCF	-	-	-	-	-	668	-	668
Real Property WCF Increase	-	-	-	-	-	1,618	-	1,618
Total Built-in Changes	-	-	-	-	-	2,344	1,724	4,068

BUREAU OF OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Bureau of Oceans and International Environment and Scientific Affairs (OES)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2025 Current Services	165	39	1	-	205	17,536	34,287	51,823
FY 2025 Program Changes								
FY 2024 PCRs - OES Bureau Operating Funds	-	-	-	-	-	667	-	667
FY 2024 PCRs - OES Travel Funds	-	-	-	-	-	700	-	700
E/STAS 3 FS OS positions Regional Technology Officer program	-	-	3	-	3	1,546	461	2,007
Atlantic Cooperation Initiative	-	-	-	-	-	1,500	-	1,500
Total Program Changes	-	-	3	-	3	4,413	461	4,874
FY 2025 Request	165	39	4	-	208	21,949	34,748	56,697

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Oceans and International Environment and Scientific Affairs (OES)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Conservation and Water	20	-	3,735	20	-	3,788	20	-	4,271	-	-	536
Office of Environmental Quality and Transboundary Issues	21	-	4,863	21	-	4,937	21	-	5,585	-	-	722
Office of Global Change	29	-	8,582	29	-	8,765	29	-	10,153	-	-	1,571
Office of Marine Conservation	13	-	3,104	13	-	3,139	13	-	3,498	-	-	394
Office of Ocean and Polar Affairs	18	-	5,013	18	-	5,114	18	-	5,892	-	-	879
Office of Policy and Public Outreach	12	-	2,426	12	-	2,464	12	-	2,795	-	-	369
Office of Science and Technology Cooperation	17	-	4,497	17	-	4,570	17	-	5,194	-	-	697
Office of Space Affairs	12	-	2,849	12	-	2,881	12	-	3,206	-	-	357
Office of the Assistant Secretary	22	-	3,334	22	-	3,381	22	-	3,810	-	-	476
Office of the Executive Director	34	-	7,034	34	-	7,121	34	-	7,968	-	-	934
Office of the Science and Technology Advisor to the Secretary	7	-	2,318	7	-	3,595	10	-	4,325	3	-	2,007
Total	**205**	**-**	**47,755**	**205**	**-**	**49,755**	**208**	**-**	**56,697**	3	**-**	**8,942**

BUREAU OF OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

Funds by Object Class

($ in thousands)

Bureau of Oceans and International Environment and Scientific Affairs (OES)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	24,867	24,888	26,597	1,730
1200 Personnel Benefits	7,859	7,861	8,388	529
2100 Travel and Transportation of Persons	2,979	3,371	4,304	1,325
2300 Rents, Communications and Utilities	210	237	303	93
2400 Printing and Reproduction	103	117	149	46
2500 Other Services	11,042	12,496	15,953	4,911
2600 Supplies and Materials	127	143	183	56
3100 Personal Property	390	441	563	173
4100 Grants, Subsidies and Contributions	178	201	257	79
Total	**47,755**	**49,755**	**56,697**	**8,942**

BUREAU OF POLITICAL-MILITARY AFFAIRS

Resource Summary

($ in thousands)

Bureau of Political-Military Affairs (PM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Political-Military Affairs	59,208	60,208	67,412	8,204
Positions	311	311	315	4

WHO WE ARE & WHY IT MATTERS

As enshrined in the Foreign Assistance Act and Arms Export Control Act, the State Department plays a central role in overseeing security cooperation, as those connections serve as a tool that can be leveraged to achieve United States foreign policy objectives. Recognizing the importance of the Department's role, the Bureau of Political-Military Affairs (PM) builds enduring partnerships worldwide to advance U.S. national interests. The Bureau looks to advance global security policy, serving as the interagency integrator of diplomacy and defense. In doing so, PM provides the Secretary of State with a global and trans-regional perspective, as well as the technical, regulatory, and policy expertise necessary to advance political-military activities.

PM is the primary link between State and Department of Defense (DOD), representing U.S. foreign policy considerations in DOD's planning processes. The Bureau works closely with security cooperation experts around the globe to ensure full coordination in the planning and execution of security assistance to advance foreign policy objectives. On an annual basis, PM: oversees the sale and transfer of approximately $160 billion in sensitive technology; leads coordination with DOD on an additional $10 billion in DOD security assistance; and manages nearly 18 percent of the total annual Foreign Operations appropriation (nearly $7 billion in security assistance, excluding Ukraine Supplementals). While achieving this, PM strives to empower a diverse, inclusive, and data-informed workforce that serve the American people by ensuring the foreign policy and military tools of U.S. power serve peace, democracy, global prosperity, and the safety of civilians.

PM is helping to revitalize ties with allies and partners by strengthening their deterrence and defensive capabilities and capacities to address shared threats, as well as by deepening these relationships through security cooperation activities. Nowhere is that more apparent than in Eastern Europe, where PM's tools are working to ensure that Russia's aggression against Ukraine results in strategic failure.

The provision of defense articles and services to Ukraine, as authorized by Congress, and facilitated through PM have been a decisive factor in Ukraine's success on the battlefield. From FY 2021 to FY 2022, Congress increased appropriations for Foreign Military Financing (FMF) available to Ukraine and countries impacted by the situation in Ukraine by 1,355 percent and also increased the cap on Presidential Drawdown Authority (PDA) under section 506(a)(1) of the Foreign Assistance Act by 15,000 percent, enabling the United States to transfer a considerable number of weapons from DOD stocks to Ukraine. In addition, FMF direct loans and loan guarantees have been newly authorized for NATO Allies and Ukraine ($4 billion each in the FY 2022 USAA), along with authority for FMF direct loans and loan guarantees for Taiwan ($2 billion each). Funding for humanitarian demining in Ukraine grew from $6 million in FY 2021 to $91.5 million in FY 2022 and $90 million in FY 2023.

As a result of Russia's maintained aggression in Ukraine, PM must continue to manage a tectonic shift in global defense trade and a transformed security environment for the United States' North Atlantic Treaty Organization

(NATO) allies and partners. This change has created a historic opportunity to transition global partners off Russian equipment, and PM has expanded its efforts significantly in order to take advantage of it.

PM is also implementing the AUKUS[25] security partnership, which requires in-depth review and thorough re-imagining of export-control processes. In addressing U.S. strategic interests in the Indo-Pacific region, a key factor remains the expansive military, economic, and political policies of the People's Republic of China. The United States' Foreign Military Sales (FMS) to Taiwan have increased commensurate with the threat posed to it by the PRC. FY 2023 also brought the first use of FMF for Taiwan and a new Taiwan-specific PDA authority in the Foreign Assistance Act, as authorized in the National Defense Authorization Act (NDAA) for FY 2023.

PM faces increased demands to coordinate and provide policy guidance on these and other highly compartmentalized political-military activities. PM is negotiating a record number of security agreements and increased demand for closer security cooperation with the United States.

PM is a lead contributor in strategic competition by protecting U.S. technology from exploitation, diversion, or misuse, while maximizing the competitive advantages of the U.S. national security innovation base. The Bureau supports America's economic resilience by maintaining and enhancing the competitive advantages of the defense industrial base that supports up to one million American jobs.

In support of the Administration's objective to renew and defend democratic values, PM programs strengthen security sector governance and the institutional capacity of partners to foster professional, accountable, and civilian-led institutions. The Bureau's work also promotes peace and security by building partner capacity to participate in international peace operations, preventing terrorists and criminals from illicitly acquiring small arms and light weapons, and reducing the threats caused by explosive hazards.

PM will be managing a transformed security environment for the foreseeable future, including: addressing an increased demand for defense articles and services and third-party transfers; managing the complex arms transfer policy associated with these transfers; and undertaking direct engagement with industry.

BUREAU STRATEGIC GOALS

1. Enhance partners' defense capabilities and interoperability to deter and defend against competitors and manage persistent threats.
2. Strengthen coordination with allies and partners and with DOD to enable America's military to operate globally and better integrate diplomacy and defense.
3. Foster sustainable and resilient security sectors that respect human rights, the rule of law, and democratic values.
4. Secure U.S. technological advantages and sustain the competitive advantages of the U.S. national security innovation base and U.S. military.
5. Invest in and develop a diverse, equitable, and inclusive PM workforce equipped with the skills, data, IT, and infrastructure needed to drive global security policy and meet the challenges of the next decade.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

[25] AUKUS is a trilateral security partnership for the Indo-Pacific region between Australia, the United Kingdom, and the United States.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $67.4 million, an $8.2 million increase above FY 2023 Actual.

The FY 2025 Request includes $2.7 million for the 2023 and 2024 American Pay raises, as well as the annualization of American Pay raises. The Request also dedicates $1.6 million to address Real Property Management Working Capital Fund (WCF) realignments associated with the cost of management and maintenance of the domestic space occupied by PM. In addition, the Request includes $735,000 to support Information Technology (IT) WCF costs to ensure continuity of PM's IT services from IRM, including OpenNet, ClassNet, and other mobile platforms.

The Request includes $785,000 for four CS positions, previously funded from supplemental funding to oversee assistance for Ukraine and arms transfers, as well as $970,000 to retain contract personnel. The personnel will be engaged to address: security assistance and arms transfers program management workload increases resulting from the war in Ukraine; administrative support needs; and the management of diplomatic clearance requests of foreign aircraft and vessels. PM will be managing increased partner demand for defense articles multiple years in the future, including support in backfilling stocks sent to Ukraine and adjusting to a more robust security posture.

The Request will support PM's existing Ukraine staffing support contract. The contract staff will execute data management, visualization, analytics, and impact evaluation of the significant increase in security assistance and arms transfers to Ukraine and Eastern Europe. This will include the detailed tracking of sales and assistance data, tableau-based visualizations of this data, and timely responses to Ukraine-focused data-calls from Department leadership and other stakeholders. Crucially, the capacity provided through this contract support will provide for the timely maintenance of PM's Ukraine Dashboard, which tracks all current arms sales and assistance information for Ukraine; this dashboard is a key data asset broadly used throughout the Bureau to both track and brief Ukraine's constantly evolving security cooperation landscape. In addition, FY 2025 resources will support oversight and management of the massive influx of assistance resources and policy oversight requirements resulting from the war in Ukraine.

The FY 2025 Request includes $450,000 for essential data management and analytic capabilities. This investment will enable the institutionalization of PM's data management and analytics platform and Strategic Impact Assessment Framework (SIAF) team, which also advances the Secretary's modernization agenda. In addition, the Request includes a $1 million base adjustment to support overseas contractors for FMF oversight.

Detailed Resource Summary

Bureau of Political-Military Affairs (PM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	198	71	42	-	311	10,599	48,609	59,208
FY 2024 Estimate	203	72	42	-	317	12,881	49,875	62,756
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	83	986	1,069
2025 American Pay Raise	-	-	-	-	-	88	748	836

BUREAU OF POLITICAL-MILITARY AFFAIRS

Bureau of Political-Military Affairs (PM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	427	427
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	329	329
IT WCF	-	-	-	-	-	735	-	735
WCF Real Property Management Realignment	-	-	-	-	-	1,603	-	1,603
Total Built-in Changes	-	-	-	-	-	2,509	2,490	4,999
FY 2025 Current Services	198	71	42	-	311	14,108	51,099	65,207
FY 2025 Program Changes								
IT and data modernization	-	-	-	-	-	450	-	450
Managing Ukraine Assistance and Arms Transfers	4	-	-	-	4	334	451	785
Contracted Staff Support and DCAS	-	-	-	-	-	970	-	970
Total Program Changes	4	-	-	-	4	1,754	451	2,205
FY 2025 Request	202	71	42	-	315	15,862	51,550	67,412

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Political-Military Affairs (PM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Congressional & Public Affairs	4	-	709	4	-	714	4	-	803	-	-	94
DAS for Defense Trade	11	-	1,636	11	-	1,650	11	-	1,879	-	-	243
Foreign Policy Advisors	82	-	21,597	82	-	21,592	82	-	23,882	-	-	2,285
Office of Defense Trade Controls Compliance	19	-	2,826	19	-	2,850	19	-	3,245	-	-	419
Office of Defense Trade Controls Licensing	29	-	4,313	29	-	4,350	29	-	4,953	-	-	640
Office of Defense Trade Controls Policy	17	-	2,528	17	-	2,550	17	-	2,904	-	-	376
Office of Global Programs and Initiatives	22	-	3,387	22	-	3,113	20	-	3,536	(2)	-	149
Office of Regional Security and Arms Transfers	35	-	6,008	35	-	6,344	37	-	7,745	2	-	1,737
Office of Security Assistance	21	-	3,353	21	-	4,277	25	-	4,220	4	-	867
Office of State-Defense Integration	6	-	1,121	6	-	1,126	6	-	1,556	-	-	435

BUREAU OF POLITICAL-MILITARY AFFAIRS

Bureau of Political-Military Affairs (PM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Weapons Removal and Abatement	23	-	3,124	23	-	3,301	22	-	3,808	(1)	-	684
Office of the Assistant Secretary	24	-	4,210	24	-	3,940	24	-	4,000	-	-	(210)
Principal Deputy Assistant Secretary	-	-	102	-	-	110	-	-	151	-	-	49
Principal Deputy Assistant Secretary for Management and Negotiations	3	-	688	3	-	680	3	-	723	-	-	35
Security Negotiations and Agreements	4	-	709	4	-	714	5	-	803	1	-	94
State/Defense Exchange Officers	11	-	2,897	11	-	2,897	11	-	3,204	-	-	307
Total	**311**	**-**	**59,208**	**311**	**-**	**60,208**	**315**	**-**	**67,412**	**4**	**-**	**8,204**

Funds by Object Class

($ in thousands)

Bureau of Political-Military Affairs (PM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	36,696	36,714	39,840	3,144
1200 Personnel Benefits	16,532	16,442	18,469	1,937
2100 Travel and Transportation of Persons	1,145	1,173	1,790	645
2300 Rents, Communications and Utilities	901	1,498	1,498	597
2400 Printing and Reproduction	248	248	507	259
2500 Other Services	3,210	3,657	4,832	1,622
2600 Supplies and Materials	280	280	280	-
3100 Personal Property	196	196	196	-
Total	**59,208**	**60,208**	**67,412**	**8,204**

BUREAU OF POPULATION, REFUGEES, AND MIGRATION

Resource Summary

($ in thousands)

Bureau of Population, Refugees, and Migration (PRM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Population Refugees and Migration	620	620	638	18

WHO WE ARE & WHY IT MATTERS

The Bureau of Population, Refugees, and Migration (PRM) is the Department's central point of contact for international population policy guidance. The Bureau coordinates diplomatic engagement on international population issues, especially sexual and reproductive health and rights. PRM also provides essential leadership in advancing the U.S. government's goal of promoting health and education in populations by advancing an integrated strategy to support women and girls' health.

PRM's population staff work with colleagues in the State Department and other U.S. government agencies to achieve foreign policy goals related to advancing sexual and reproductive health and rights. The Bureau works to ensure outcome documents and resolutions adopted in the United Nations (UN) or other intergovernmental forums are consistent with U.S. policy through outreach and dialogue with government officials, multilateral organizations, non-governmental organizations, and other entities engaged on the issues of sexual and reproductive health and rights, demographic, family planning, gender equality, and maternal health.

In addition, the Bureau leads the U.S. delegation at the annual UN Commission on Population and Development, represents the United States on the Executive Board of the UN Population Fund (UNFPA), and advises the U.S. delegations to the Commission on the Status of Women, the Human Rights Council, and the UN General Assembly.

PRM's efforts support U.S. global health goals on sexual and reproductive health and rights, which include elevating the importance of family planning and improving maternal and child health. With over 500 women living in humanitarian and fragile settings dying in pregnancy or childbirth daily, this work is especially critical in countries where maternal mortality remains unacceptably high.

The PRM population staff also provides expert advice to PRM's regional assistance offices as they monitor programs to: promote and protect sexual and reproductive health and rights; combat gender-based violence; and eliminate child, early, and forced marriages.

Working with relevant PRM regional assistance office staff, Bureau population officers were also jointly responsible for the monitoring and evaluation of the nearly $80 million in PRM foreign assistance program funding provided in FY 2023. These programs were operating in multiple ongoing humanitarian emergencies, notably in Afghanistan, Pakistan, Syria, Iraq, Ukraine, Sudan/South Sudan, Bangladesh, Venezuela, the Sahel, and the Horn of Africa.

BUREAU OF POPULATION, REFUGEES, AND MIGRATION

BUREAU STRATEGIC GOALS

1. Save lives, ease suffering, and promote human dignity through efficient and effective humanitarian assistance.
2. Promote and provide durable and interim solutions for populations of concern through U.S. assistance, resettlement, and collaboration with the international community.
3. Advocate for the protection of vulnerable populations and exert leadership in the international community.
4. Strengthen responsible management of PRM resources and adoption of best practices in humanitarian response.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $638,000, an increase of $18,000 above the FY 2023 Actual level. The Diplomatic Programs (DP) account funds the operations of PRM staff charged with population policy.

The Request will fund the: American Pay raise, salaries and benefits for the staff who work on international population policy issues; and travel critical to ensuring the U.S. government's population policies and priorities are effectively represented during multilateral negotiations and resolutions focused on these issues.

PRM serves as the U.S. government's institutional lead on the UN Population Fund (UNFPA) and the UN Commission on Population and Development, and the Bureau is responsible for the Department's regular engagement with both.

The Executive Board (ExBd) of UNFPA, of which the United States is a member, meets three times a year. PRM leads the U.S. interagency preparations for these meetings and is responsible for drafting, delivering statements, and other interventions. Recent issues on the agenda for discussion and action included Administration priorities, such as: UNFPA's programs to prevent and respond to gender-based violence (GBV); the prevention of sexual exploitation and abuse (PSEA); and the provision of sexual and reproductive healthcare in humanitarian settings.

In FY 2025, PRM population staff engagement will include shaping the U.S. positions on the next iteration of the UNFPA Strategic Plan 2026-2029, as well as providing oversight to the UNFPA's decentralization in relation to the institution's relocation of certain units to the UN's Nairobi presence.

PRM is also responsible for managing U.S. participation in the UN Commission on Population, which is instrumental in the review of global efforts to meet the 2030 UN Sustainable Development Goals related to sexual and reproductive health and rights. Like its UNFPA ExBd responsibilities, PRM promotes engagement by the United States in the Commission's work.

FY 2025 Request will support PRM's Functional Bureau Strategy Goal 3: "*Advocate for the protection of vulnerable populations and exert leadership in the international community*" and Objective 3.3: "*Promote healthy and education populations by advancing an integrated U.S. government strategy on sexual and reproductive health and rights.*"

BUREAU OF POPULATION, REFUGEES, AND MIGRATION

Detailed Resource Summary

Bureau of Population, Refugees, and Migration (PRM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	620	-	620
FY 2024 Estimate	-	-	-	-	-	630	-	630
FY 2025 Base	-	-	-	-	-	620	-	620
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	10	-	10
2025 American Pay Raise	-	-	-	-	-	8	-	8
Total Built-in Changes	-	-	-	-	-	18	-	18
FY 2025 Current Services	-	-	-	-	-	638	-	638
FY 2025 Request	-	-	-	-	-	638	-	638

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Population, Refugees, and Migration (PRM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of Multilateral and External Coordination	-	-	620	-	-	620	-	-	638	-	-	18
Total	**-**	**-**	**620**	**-**	**-**	**620**	**-**	**-**	**638**	**-**	**-**	**18**

Funds by Object Class

($ in thousands)

Bureau of Population, Refugees, and Migration (PRM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	383	383	400	17
1200 Personnel Benefits	173	173	200	27
2100 Travel & Trans of Persons	64	64	38	(26)
Total	**620**	**620**	**638**	**18**

OFFICE TO MONITOR AND COMBAT TRAFFICKING IN PERSONS

Resource Summary

($ in thousands)

Office to Monitor and Combat Trafficking in Persons (TIP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Office to Monitor and Combat Trafficking in Persons	21,971	21,971	23,222	1,251
Positions	86	86	87	1

WHO WE ARE & WHY IT MATTERS

The Office to Monitor and Combat Trafficking in Persons (TIP Office) leads the Department's efforts to combat human trafficking by: objectively analyzing government efforts and identifying global trends; engaging in and supporting strategic bilateral and multilateral diplomacy; targeting foreign assistance to build sustainable capacity of governments and civil society to prosecute and punish traffickers, identify and protect victims, and prevent human trafficking; advancing the coordination of federal anti-trafficking policies across agencies and in support of Administration goals; managing and leveraging operational resources to achieve strategic priorities; engaging and partnering with civil society, survivors, the private sector and the public to advance the fight against human trafficking.

The TIP Office supports the priorities of the Trafficking Victims Protection Act (TVPA), which authorized the establishment of the Office and outlines mandates for the Department and other executive branch agencies to combat human trafficking. The Office's work supports efforts to address racial and other inequities, as well as vulnerabilities of underserved communities that place these populations at increased risk of trafficking both domestically and overseas.

The TIP Office leads global efforts to combat human trafficking by continuing to engage with foreign governments, international organizations, civil society, and the private sector; support coordination of U.S. federal government efforts; and manage foreign assistance programs. The TIP Office assesses the anti-trafficking efforts of 188 countries and territories, including the United States, through the Trafficking in Persons Report. The Office also leads Department engagement with foreign governments and multilateral organizations, urging improved efforts to combat trafficking. These efforts have motivated the widespread adoption, improvement, and implementation of anti-trafficking laws and policies. In addition, the TIP Office funds implementing partners to assist foreign governments to identify trafficking victims more effectively, provide comprehensive victim care, develop criminal justice capacity, and support prevention activities.

The TIP Office supports the Secretary of State in his role as chair of the President's Interagency Task Force to Monitor and Combat Trafficking in Persons (PITF), composed of 20 federal agencies, including the White House National Security Council, Gender Policy Council, and Domestic Policy Council, as well as survivors of human trafficking. In this role, the TIP Office helps coordinate and advise on high-profile anti-trafficking priorities, including at the request of the White House and Department leadership. The Office also supports Department-wide implementation of the Uyghur Forced Labor Prevention Act, principally through its role as State's representative to the DHS-led Forced Labor Enforcement Task Force.

The Office ensures survivor engagement is a top priority, reflecting this central tenet of the Department's policy in its efforts to combat human trafficking. The Office funds a Human Trafficking Expert Consultant Network

contract to provide input on the Department's anti-trafficking policies, strategies, and products. The TIP Office supports the U.S. Advisory Council on Human Trafficking ("the Council"), a presidentially appointed advisory group that provides guidance and recommendations to the PITF. The Council's work also advances the objective of meaningfully incorporating equity into the Department's anti-trafficking work.

The TIP Office is committed to drawing attention to the vulnerabilities human traffickers routinely exploit by ensuring governments can identify and assist all victims; particular emphasis is placed on addressing these issues as they pertain to individuals from marginalized or underserved communities.

The TIP Office works with international partners to encourage strong criminal justice and victim protection responses, providing subject matter expertise during multilateral negotiations and specialized meetings on human trafficking. Through these partnerships and by listening to the expertise of those with lived experience, the TIP Office can continue to improve anti-trafficking efforts even in the face of increasing conflicts which place millions at risk, historically high levels of displaced persons around the globe, economic anxiety, and the disruptions of climate change. Despite the significant challenges, the global community has been steadfast in its anti-trafficking efforts.

In addition, the Office remains committed to expanding efforts that highlight how the climate crisis increases trafficking risks of people everywhere; the relationship between forced labor and the transition to clean energy; safe and legal migration in the Western Hemisphere; and the harmful costs associated with the People's Republic of China's (PRC's) Belt and Road initiative.

BUREAU STRATEGIC GOALS

1. Lead global efforts to combat human trafficking through prosecution and hold traffickers accountable.
2. Identify promising practices and global trends to improve the provision of protection and comprehensive assistance to human trafficking victims.
3. Strengthen global efforts to prevent human trafficking.
4. Advance and institutionalize crosscutting approaches to anti-trafficking policies and strategies through key partnerships.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $23.2 million, a $1.3 million increase above the FY 2023 Actual level. This includes funding for one new Civil Service (CS) position focusing on Western Hemisphere migration, the annualization of the 2023 pay raise, and the 2024 and 2025 American pay raises.

The TIP Office increased its funding, programs, and engagement in the Western Hemisphere in response to the continuing migration crisis. The 2022 TIP Report's recommendations for Mexico, Central American countries, and elsewhere in the region urged governments to proactively identify and protect trafficking victims, particularly among vulnerable groups such as migrant workers. To address this issue, the Request includes one new position to support Migration and Forced Displacement in the Western Hemisphere. The position will strengthen the TIP Office's efforts to engage governments around the world on the trafficking vulnerabilities of migrants across the hemisphere, especially those from Venezuela and Haiti. The staff member will engage key stakeholders on activities to proactively identify and care for trafficking victims, take steps to prevent the crime, and hold traffickers criminally accountable.

OFFICE TO MONITOR AND COMBAT TRAFFICKING IN PERSONS

Detailed Resource Summary

Office to Monitor and Combat Trafficking in Persons (TIP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	77	9	-	-	86	8,312	13,659	21,971
FY 2024 Estimate	77	9	-	-	86	8,312	13,659	21,971
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	54	477	531
2025 American Pay Raise	-	-	-	-	-	21	235	256
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	107	107
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	159	159
Total Built-in Changes	-	-	-	-	-	75	978	1,053
FY 2025 Current Services	77	9	-	-	86	8,387	14,637	23,024
FY 2025 Program Changes								
Western Hemisphere Migration	1	-	-	-	1	84	114	198
Total Program Changes	1	-	-	-	1	84	114	198
FY 2025 Request	78	9	-	-	87	8,471	14,751	23,222

Staff and Funds by Domestic Organization Units

($ in thousands)

Office to Monitor and Combat Trafficking in Persons (TIP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Trafficking in Persons Office	86	-	21,971	86	-	21,971	87	-	23,222	1	-	1,251
Total	**86**	**-**	**21,971**	**86**	**-**	**21,971**	**87**	**-**	**23,222**	**1**	**-**	**1,251**

OFFICE TO MONITOR AND COMBAT TRAFFICKING IN PERSONS

Funds by Object Class

($ in thousands)

Office to Monitor and Combat Trafficking in Persons (TIP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	8,534	8,533	9,216	683
1200 Personnel Benefits	300	289	351	62
2100 Travel & Trans of Persons	610	602	610	8
2300 Rents, Comm & Utilities	568	542	565	23
2400 Printing & Reproduction	569	545	565	20
2500 Other Services	10,716	10,734	11,147	413
2600 Supplies and Materials	203	193	200	7
3100 Personal Property	471	533	568	35
Total	21,971	21,971	23,222	1,251

OFFICE OF THE SECRETARY

Resource Summary

($ in thousands)

Office of the Secretary (S)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Office of the Secretary	180,558	185,558	215,427	34,869
Positions	565	565	565	-

WHO WE ARE & WHY IT MATTERS

The Secretary of State is the President's principal foreign policy advisor. The Offices of the Secretary (S) provide overall direction and coordination for Department of State domestic offices and U.S. missions abroad. These offices are the primary interlocutors on foreign policy with the White House, Congress, members of the interagency foreign affairs community, and foreign leaders.

The Secretary is assisted in the execution of his responsibilities by the Secretary's Executive Secretariat, Deputy Secretaries of State, Counselor, and five of the six Under Secretaries who direct the operation of Department bureaus and offices, including: Civilian Security, Democracy, and Human Rights (J); Economic Growth, Energy and the Environment (E); Political Affairs (P); Arms Control and International Security (T); and Public Diplomacy and Public Affairs (R).

While the Under Secretary for Management (M) is presented separately (*please see the dedicated chapter for M),* the Secretary's Executive Secretariat staff provides policy and administrative support to M.

In addition to the leadership network addressed above, the Secretary employs special-mission offices that carry out high-priority, sensitive work. These include the:

- Diversity and Inclusion Office: strengthens the implementation, tracking, and accountability of the Department-wide Diversity and Inclusion Strategic Plan;
- Foreign Service Grievance Board: adjudicates grievances of Foreign Service employees since its establishment by the Foreign Service Act of 1980;
- Iran Action Group: directs, reviews, and coordinates all aspects of the Department's Iran-related activity;
- Office of the Chief Economist: advises the Secretary on emerging economic issues;
- Office of Civil Rights: fosters a work environment free of discrimination throughout the Department;
- Office of Foreign Assistance: provides general direction and coordination for U.S. foreign assistance and advises the Secretary and senior leadership on issues related to foreign assistance;
- Office of Global Criminal Justice: advises the Secretary on efforts to address serious violations of international humanitarian law;
- Office of Global Women's Issues: leads the Department's efforts in integrating international women's issues into all strategic objectives;
- Office of the Ombudsman: advises the Secretary and senior management on non-union, systemic issues affecting our workforce;
- Office of Policy Planning: provides independent policy advice and analysis to the Secretary;
- Office of the Presidential Coordinator for the Partnership for Global Infrastructure: focuses on the diplomatic aspects of sourcing and advancing major infrastructure deals;

- Office of Sanctions Coordination: coordinates Department action and analysis on sanctions policy and strengthens the effectiveness of sanctions as a tool of U.S. foreign policy;
- Special Envoy for the Arctic: leads and coordinates the advancement of U.S. interests in the Arctic related to safety and security, sustainable economic growth, and strengthening cooperation among Arctic States to perpetuate and defend the rules-based order in the region;
- Special Envoy for Critical and Emerging Technology: leads and coordinates the Department's work on elevating critical and emerging technologies as a central feature of U.S. diplomacy;
- Special Envoy for Israeli-Palestinian Negotiations: strategizes and carries out new approaches to bringing peace and stability to this Near East region; and
- Special Presidential Envoy for Climate: leads diplomatic engagement on climate change.

The S Bureau provides leadership on the Secretary's highest priorities, ensuring foreign assistance and diplomatic operations are efficient, effective, and accountable. The Bureau translates the Secretary's vision and directives into well-coordinated action across the Department and the interagency, domestically, and abroad. The Bureau invests in and maintains systems that bring transparency and accountability to the Department's foreign assistance expenditures and ensures collaboration and documentation of policy formulation.

The Bureau, in particular the Executive Secretariat and Office of Management Strategy and Solutions, enables Department leadership to model and direct secure, efficient, and agile execution of diplomacy. The Bureau provides State the capacity to monitor and manage crises while continuing essential operations. In addition, the S Bureau provides support and direction that enable the Secretary to prioritize and improve the Department's preparedness to ensure the safety of employees and citizens overseas. The Executive Secretariat ensures that information supporting State leadership's decisions and documenting the Department's actions is managed with appropriate levels of collaboration, transparency, retention, availability, and security.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $215.4 million, a net increase of $34.9 million above FY 2023 Actual, including $3.7 million for the 2024-2025 American Pay Raises and $1.4 million for the annualization of pay increases. This Request includes the following changes and program increases:

The Offices of the Secretary's work requires considerable support from other bureaus within the Department, and the operational costs of these services are addressed in the FY 2025 Request: the Bureau of Information Resource Management (IRM) has updated its charges for information technology (IT) services and products provided through the IT Working Capital Fund service centers; and the Facility Maintenance Cost Center is implementing a 4 percent increase for facilities maintenance, repair, and related costs. The Request includes a recurring increase of $13.2 million to accommodate these costs as part S' mission critical activities.

The FY 2025 Request dedicates $2 million to modernizing the Operations Center (S/ES-O), which requires continuous investment to maintain systems and adapt to new, evolving technologies. The Request will advance the projects funded in FY 2023 – FY 2024, supporting the Center's continued use of professional services to maintain content management software, media monitoring tools, data visualization, and dashboards specifically tailored to the needs of the Department. The Center intends to develop a one-stop shop to not only to better streamline Ops-developed products and critical information internally, but also to provide the most relevant and current information to Department stakeholders around the clock.

In response to lessons learned from recent crises, the Department has begun development on a one-stop-shop digital platform for facilitating crisis management, information, and communications. The Department's initial, in-house effort in this area led to the creation of the Ops Response Interagency Online Network (ORION).

ORION has been deployed during the recent Sudan and Israel-Hamas crises as a proof-of-concept tool with very positive results. The Department seeks to develop critical enhancements to ORION that would allow the Department to share enterprise and commercial data, as well as employ sophisticated data analytics, machine learning, and security controls. These enhancements will result in a system equipped to provide cutting edge crisis insights that Department leadership will leverage to make informed, data-driven decisions. Once the Department is able to secure critical bandwidth and functionality enhancements to ORION, it would also grant access to the platform to interagency partners, providing a truly common operating picture to all government agencies involved in a given crisis response.

The Request includes $1.1 million for Executive Secretariat Executive Technology's (S/ES-ExecTech's) work on providing digital services and solutions that support the Secretary and other Principal Officers in the Department in their efforts to advance the United States' foreign policy goals. Executive Secretariat (S/ES) customers require agile, urgent, and customized service that ExecTech is uniquely positioned to provide. ExecTech provides digital services to customers both domestically and abroad, 24 hours a day, 7 days a week, 365 days a year. ExecTech strives to ensure customers have access to meaningful digital solutions with the highest availability, utility, and security.

The FY 2025 funding contains an increase of $1 million for the Office of the Chief Economist (OCE). OCE contributes directly to the Department's economic security, trade, industrial, and climate policy objectives by shaping U.S. leadership in global rules/norms, building more resilient global supply chains, strengthening U.S. industrial policy, evaluating the role and impact of sanctions, managing bilateral economic relationships, and countering the People's Republic of China's (PRC) economic coercion. Utilizing FY 2025 funding, OCE will hire 3-4 additional entry to mid-level analysts, including economist/s, a data scientist, and an administrative staffer. In addition to the new staff, the Request will support IT, travel, office space modernization, conference expenditures, and other programmatic costs. Funds will also be deployed to procure commercial data and information services in order to map critical global supply chains, identify sanction evaders, and pinpoint and analyze emergent risks to national economic security, such as threats to the global free flow of commerce.

Detailed Resource Summary

Office of the Secretary (S)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	368	197	-	-	565	90,795	89,763	180,558
FY 2024 Estimate	368	197	-	-	565	95,795	89,763	185,558
FY 2025 Adjusted Base	368	197	-	-	565	102,995	89,763	192,758
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	169	1,877	2,046
2025 American Pay Raise	-	-	-	-	-	748	988	1,736
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	775	775
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	626	626
IT WCF for F	-	-	-	-	-	313	-	313
IT WCF for S	-	-	-	-	-	465	-	465

OFFICE OF THE SECRETARY

Office of the Secretary (S)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
Real Property WCF	-	-	-	-	-	12,458	-	12,458
Total Built-in Changes	-	-	-	-	-	14,153	4,266	18,419
FY 2025 Current Services	368	197	-	-	565	117,148	94,029	211,177
FY 2025 Program Changes								
ExecTech (S/ES-ET)	-	-	-	-	-	1,100	-	1,100
Operations Center (S/ES-O)	-	-	-	-	-	2,050	-	2,050
Office of the Chief Economist (E/OCE)	-	-	-	-	-	1,100	-	1,100
Total Program Changes	-	-	-	-	-	4,250	-	4,250
FY 2025 Request	368	197	-	-	565	121,398	94,029	215,427

Staff and Funds by Domestic Organization Units

($ in thousands)

Office of the Secretary (S)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Civil Rights	37	-	6,988	37	-	6,988	37	-	7,240	-	-	252
Civil Service Ombudsman	6	-	1,564	6	-	1,564	6	-	1,622	-	-	58
Deputy Secretary of State	14	-	4,308	14	-	4,308	14	-	4,430	-	-	122
ExecTech	-	-	20,036	-	-	20,036	-	-	21,488	-	-	1,452
Executive Office	42	-	16,318	42	-	16,318	42	-	32,866	-	-	16,548
Executive Secretariat	65	-	9,762	65	-	9,762	65	-	10,205	-	-	443
Foreign Service Grievance Board	5	-	1,782	5	-	1,782	5	-	1,816	-	-	34
Information Resource Management	50	-	-	50	-	-	50	-	-	-	-	-
New Policy Positions	16	-	11,590	16	-	11,590	16	-	13,110	-	-	1,520
Office for Global Women's Issues	25	-	11,429	25	-	11,429	25	-	11,599	-	-	170
Office of Diversity and Inclusion (S/ODI)	13	-	6,324	13	-	6,324	13	-	6,406	-	-	82
Office of Global Criminal Justice	20	-	4,443	20	-	4,443	20	-	4,579	-	-	136
Office of U.S. Foreign Assistance Resources	46	-	16,614	46	-	16,614	46	-	16,938	-	-	324
Office of the Counselor	10	-	1,981	10	-	1,981	10	-	2,049	-	-	68
Office of the Secretary	16	-	11,000	16	-	11,000	16	-	11,109	-	-	109

OFFICE OF THE SECRETARY

Office of the Secretary (S)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Office of the Special Envoy for Critical and Emerging Technology	18	-	4,253	18	-	4,253	18	-	4,328	-	-	75
Operations Center	71	-	16,310	71	-	21,310	71	-	29,031	-	-	12,721
Policy Planning Staff	30	-	4,725	30	-	4,725	30	-	4,929	-	-	204
Special Presidential Envoy for Climate	8	-	16,833	8	-	16,833	8	-	16,887	-	-	54
Under Secretary for Arms Control	12	-	2,680	12	-	2,680	12	-	2,762	-	-	82
Under Secretary for Civilian Security, Democracy and HR	24	-	4,758	24	-	4,758	24	-	4,921	-	-	163
Under Secretary for Economic Affairs	20	-	3,603	20	-	3,603	20	-	3,739	-	-	136
Under Secretary for Political Affairs	17	-	3,257	17	-	3,257	17	-	3,373	-	-	116
Total	**565**	**-**	**180,558**	**565**	**-**	**185,558**	**565**	**-**	**215,427**	**-**	**-**	**34,869**

Funds by Object Class

($ in thousands)

Office of the Secretary (S)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	76,608	76,608	80,832	4,224
1200 Personnel Benefits	23,368	23,368	24,595	1,227
2100 Travel & Trans of Persons	20,485	20,485	21,498	1,013
2300 Rents, Comm & Utilities	5,005	5,005	5,126	121
2400 Printing & Reproduction	39	39	89	50
2500 Other Services	48,617	53,617	74,144	25,527
2600 Supplies and Materials	1,765	1,765	1,965	200
3100 Personal Property	4,580	4,580	7,087	2,507
4200 Insurance Claims & Indemnities	91	91	91	-
Total	**180,558**	**185,558**	**215,427**	**34,869**

DIPLOMATIC PROGRAMS: SECURITY PROGRAMS

Counterterrorism
Office of Foreign Missions
Special Presidential Envoy for Hostage Affairs
Worldwide Security Protection

BUREAU OF COUNTERTERRORISM

Resource Summary

($ in thousands)

Bureau of Counterterrorism (CT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Bureau of Counterterrorism	36,853	36,853	41,121	4,268
Positions	127	127	127	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Counterterrorism's (CT's) work focuses on addressing the full spectrum of terrorist threats confronting the United States and its allies, including from al-Qaeda, Islamic State of Iraq and ash-Sham (ISIS), Iran-backed terrorist groups, and Racially or Ethnically Motivated Violent Extremism (REMVE) actors. CT's role continues to grow in importance under the Administration's new international counterterrorism policy, which places greater emphasis on diplomacy, multilateralism, and building U.S. partners' civilian counterterrorism capacity. To advance this policy, CT coordinates with domestic security agencies to disrupt terrorist networks and prevent terrorist attacks against the U.S. homeland, and U.S. persons and facilities abroad.

CT also leads U.S. efforts to build foreign partners' political will, bolster their civilian law enforcement capabilities, and mobilize them around shared counterterrorism approaches globally. CT's initiatives to strengthen international counterterrorism norms and create more stable security conditions advance broader U.S. foreign policy goals, including countering Russian and Chinese influence in the security sector and reinforcing U.S. governance and stabilization efforts in key locales worldwide.

CT's key efforts to counter terrorist threats against the U.S. homeland and U.S. persons and facilities abroad include, but are not limited to:

- Leading the State Department's efforts through National Security Council and other interagency processes to develop U.S. counterterrorism policy; coordinate U.S. counterterrorism operational planning; and, lead U.S. counterterrorism diplomacy with bilateral partners and multilateral organizations.
- Countering Chinese and Russian approaches to shape international counterterrorism norms by building counterterrorism partnerships guided by the rule of law and respect for human rights.
- Leading the efforts of the 85-member Global Coalition to Defeat ISIS against ISIS in Iraq and Syria, as well as creating new mechanisms under Coalition auspices to facilitate cooperation against ISIS affiliates in sub-Saharan Africa and Central Asia.
- Supporting the repatriation of ISIS fighters and their family members detained in Syria, and bolstering partners' capabilities to rehabilitate, reintegrate, and prosecute these returnees, as appropriate.
- Increasing financial pressure against terrorist groups through U.S. terrorism designations and multilateral sanctions.
- Strengthening partners' law enforcement and judicial capacities to respond to terrorist activity, bring terrorists to justice, and make effective use of battlefield evidence.
- Increasing information sharing and building partners' national capabilities to detect and disrupt terrorist travel, plots, and networks.
- Preventing and countering violent extremism, including REMVE, both online and offline.

BUREAU OF COUNTERTERRORISM

- Leading international fora and diplomatic efforts dedicated to countering Iran-backed terrorist activity worldwide.
- Engaging with key interagency partners and international stakeholders to counter terrorist threats involving: weapons of mass destruction; improvised chemical, biological, radiological, and explosive materials; and, evolving technologies, such as unmanned systems.

BUREAU STRATEGIC GOALS

1. Terrorist plots and terrorist movements are disrupted.
2. Sources of terrorist strength are severed and safe havens are eliminated.
3. Violent extremist radicalization, recruitment, and inspiration to violence is diminished.
4. International partners have the necessary political will to address terrorist threats within their borders.
5. Implement a comprehensive and strategic program planning and monitoring and evaluation process.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $41.1 million, a $4.3 million increase above FY 2023 Actual. The increase dedicates $3.3 million to Real Property and Information Technology (IT) Working Capital Fund (WCF) initiatives, along with $944,000 for the annualization of the 2023 American pay raise and the 2024 and 2025 American Pay raises.

Detailed Resource Summary

Bureau of Counterterrorism (CT)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	107	20	-	-	127	13,522	23,331	36,853
FY 2024 Estimate	107	20	-	-	127	13,522	23,331	36,853
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	13	322	335
2025 American Pay Raise	-	-	-	-	-	12	355	367
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	135	135
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	107	107
IT WCF	-	-	-	-	-	309	-	309
Real Property WCF	-	-	-	-	-	3,015	-	3,015
Total Built-in Changes	-	-	-	-	-	3,349	919	4,268
FY 2025 Current Services	107	20	-	-	127	16,871	24,250	41,121
FY 2025 Request	107	20	--	--	127	16,871	24,250	41,121

BUREAU OF COUNTERTERRORISM

Staff and Funds by Domestic Organization Units

($ in thousands)

Bureau of Counterterrorism (CT)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds unds
Coordinator for Counterterrorism	24	-	6,910	25	-	7,199	25	-	8,032	1	-	1,122
Deputy Coordinator for Homeland Security, Screening & and Designations	17	-	4,895	18	-	5,182	18	-	5,782	1	-	887
Deputy Coordinator Terrorism Prevention and Detention	10	-	3,167	10	-	3,167	10	-	3,534	-	-	367
Deputy Coordinator for Military Coordination & Policy	22	-	5,067	20	-	4,490	20	-	4,843	(2)	-	(224)
Deputy Coordinator for Regional & Multilateral Affairs	28	-	8,062	28	-	8,062	28	-	8,996	-	-	934
The Principal Deputy Coordinator for Counterterrorism	26	-	8,752	26	-	8,753	26	-	9,934	-	-	1,182
Total	**127**	**-**	**36,853**	**127**	**-**	**36,853**	**127**	**-**	**41,121**	**-**	**-**	**4,268**

Funds by Object Class

Bureau of Counterterrorism (CT	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	18,098	18,098	18,787	689
1200 Personnel Benefits	5,988	5,988	6,218	230
2100 Travel & Trans of Persons	2,035	2,035	2,035	-
2200 Transportation of Things	1	1	1	-
2300 Rents, Comm & Utilities	1,800	1,800	2,109	309
2400 Printing & Reproduction	100	100	100	-
2500 Other Services	7,385	7,385	7,410	25
2600 Supplies and Materials	146	146	146	-
3100 Personal Property	1,300	1,300	1,300	-
3200 Real Property	-	-	3,015	3,015
Total	**36,853**	**36,853**	**41,121**	**4,268**

OFFICE OF FOREIGN MISSIONS

Resource Summary

($ in thousands)

Office of Foreign Missions (OFM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Office of Foreign Mission	14,113	14,113	17,114	3,001
Positions [1]	-	-	-	-

[1] *OFM positions are funded from the Department's Working Capital Fund (WCF).*

WHO WE ARE & WHY IT MATTERS

The Foreign Missions Act (FMA) (22 U.S.C. § 4301-4316) provides the legal foundation to facilitate secure and efficient operations of U.S. missions abroad, as well as foreign missions and international organizations in the United States. Congress mandated the creation of the Office of Foreign Missions (OFM) in the FMA to serve the interests of the American public, the American diplomatic community abroad, and the foreign diplomatic community residing in the United States. This aim is achieved by ensuring that all diplomatic benefits, privileges, and immunities are properly exercised in accordance with federal laws and international agreements. The concept of reciprocity is best established at 22 U.S.C. § 4301 (c), which states: "The treatment to be accorded foreign missions in the United States shall be determined by the Secretary after due consideration of the benefits, privileges, and immunities provided to missions of the United States in the country or territory represented by that foreign mission, as well as matters relating to the protection of the interests of the United States." As an advocate for reciprocal treatment, OFM presses for fair treatment of U.S. personnel abroad, while assuring foreign diplomats based in the United States receive the same treatment that each respective government provides in return. In addition, OFM assists over 1,100 foreign embassies, consulates, and missions to international organizations in dealing with state and local government offices in the United States.

OFM is responsible for carrying out one of the Department's mission-essential functions by utilizing the Secretary's authorities under the Foreign Mission Act to ensure the safe and efficient operations of U.S. missions abroad.

Through OFM, the Department is responsible for ensuring that foreign missions located in the United States respect all local, state, and federal laws and regulations in light of the diplomatic privileges and immunities afforded to them. Similarly, the State Department is responsible for ensuring that U.S. missions overseas are afforded the same appropriate diplomatic privileges and immunities.

OFM's implementation of the FMA includes overseeing the process used to formally establish, accredit, or terminate foreign missions and international organizations in the United States, including by:

- approving or denying their requests to acquire, renovate, or dispose of real property in the United States;
- determining, via accreditation, the rights, privileges, and immunities accorded to foreign government and international organization personnel in the United States in accordance with applicable law;
- assisting U.S. missions abroad in negotiating the reduction or elimination of taxes and customs on operations, construction projects, and purchases;
- regulating the operation, titling, and registration of the foreign missions' use of motor vehicles in the United States, and promoting respect for U.S. laws related to operating motor vehicles by foreign mission members and their dependents;

- overseeing the process through which shipments consigned to foreign missions and their members are permitted entry into the United States;
- restricting the travel of certain foreign mission members in the United States;
- coordinating the policies and procedures on improving the availability of banking and financial services for foreign missions in the United States;
- coordinating emergency management planning and response for foreign missions in the United States and their personnel; and
- designating/determining other "benefits" accorded to foreign missions, and the provisions thereof.

OFM represents a substantial positive return on investment for not only the Department, but for the intelligence community, executive branch agencies, and federal, state, and local law enforcement; conversely, failing to fully address the full scope of OFM responsibilities poses a risk to the execution of foreign policy and the national security interests of the United States.

BUREAU STRATEGIC GOALS

1. Employ reciprocity to ensure equitable treatment for U.S. missions and their personnel abroad.
2. Regulate the activities of foreign missions in the United States to protect U.S foreign policy and national security interests.
3. Protect the U.S. public from abuses of privileges and immunities by members of foreign missions.
4. Provide better oversight and customer service, internally and externally, by strengthening the quality of OFM's policies, products, and information management processes.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $17.1 million, an increase of $3.0 million above FY 2023 Actual. The Request is necessary to fulfill the requirements of the Presidential guidelines for implementing the Foreign Missions Act (22 U.S.C. § 4312) and carry out mission-essential functions of the Department of State.

The Request includes a $2.9 million base adjustment. Of this amount, $2.7 million will be applied to the Real Property Working Capital Fund (WCF) for contributions attributable to both OFM's office space in the Harry S. Truman Building and the Foreign Missions Center (FMC) in Washington D.C. The remaining $151,000 will address adjustments in the Information technology (IT) WCF.

In addition, the FY 2025 Request includes a programmatic increase of $118,000 for custodial responsibilities to preserve and maintain properties owned by the People's Republic of China, Russia, and Venezuela, for which the Department assumed custody of using its authorities under the Foreign Missions Act (22 U.S.C § 4301-4316).

The FY 2025 Request sustains the important investments provided in the FY 2023 Actual to fulfill the requirements of the Presidential guidelines for implementing the FMA (22 U.S.C. §4312), enabling the central role of the Department to pursue diplomatic solutions to national security issues. These diplomatic solutions include employing reciprocity to ensure secure and efficient operations of U.S. missions abroad, regulating the activities of foreign missions in the United States in a manner that will protect U.S foreign policy and national security interests, and protecting the U.S. public from abuses of privileges and immunities by members of foreign missions in the United States.

OFFICE OF FOREIGN MISSIONS

Detailed Resource Summary

Office of Foreign Missions (OFM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	14,113	-	14,113
FY 2024 Estimate	-	-	-	-	-	14,113	-	14,113
FY 2025 Built-in Changes								
IT WCF Adjustment	-	-	-	-	-	151	-	151
Real Property WCF	-	-	-	-	-	2,607	-	2,607
Real Property WCF - FY24 Adjusted	-	-	-	-	-	125	-	125
Total Built-in Changes	-	-	-	-	-	2,883	-	2,883
FY 2025 Current Services	-	-	-	-	-	16,996	-	16,996
FY 2025 Program Changes								
Custodial Properties	-	-	-	-	-	118	-	118
Total Program Changes	-	-	-	-	-	118	-	118
FY 2025 Request	-	-	-	-	-	**17,114**	-	**17,114**

Staff and Funds by Domestic Organization Units

($ in thousands)

Office of Foreign Missions (OFM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Chicago Field Office	-	-	725	-	-	725	-	-	821	-	-	96
Houston Field Office	-	-	721	-	-	721	-	-	865	-	-	144
Los Angeles Field Office	-	-	791	-	-	791	-	-	972	-	-	181
Miami Field Office	-	-	721	-	-	721	-	-	821	-	-	100
New York Field Office	-	-	1,045	-	-	1,045	-	-	1,240	-	-	195
Office of Information Management	-	-	3,177	-	-	3,177	-	-	3,824	-	-	647
Office Property, Taxes, Services, and Benefits	-	-	3,034	-	-	3,034	-	-	3,558	-	-	524
Office of Vehicles, Tax, Customs	-	-	1,948	-	-	1,948	-	-	2,208	-	-	260
Office of the Deputy Assistant Secretary	-	-	1,332	-	-	1,332	-	-	1,981	-	-	649
San Francisco Field Office	-	-	619	-	-	619	-	-	824	-	-	205

OFFICE OF FOREIGN MISSIONS

Office of Foreign Missions (OFM)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Total	**-**	**-**	**14,113**	**-**	**-**	**14,113**	**-**	**-**	**17,114**	**-**	**-**	**3,001**

Funds by Object Class

($ in thousands)

Office of Foreign Missions (OFM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	7,946	7,946	9,055	1,109
1200 Personnel Benefits	2,661	2,661	3,100	439
2100 Travel & Transportation of Persons	187	187	500	313
2500 Other Services	3,055	3,055	4,059	1,004
2600 Supplies and Materials	264	264	400	136
Total	**14,113**	**14,113**	**17,114**	**3,001**

SPECIAL PRESIDENTIAL ENVOY FOR HOSTAGE AFFAIRS

Resource Summary

($ in thousands)

Special Presidential Envoy for Hostage Affairs (SPEHA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Special Presidential Envoy for Hostage Affairs	5,262	5,262	-	(5,262)
Positions	20	20	-	(20)

WHO WE ARE & WHY IT MATTERS

The Office of the Special Presidential Envoy for Hostage Affairs (S/SPEHA) leads, and partners with, an inclusive coalition of government and private sector organizations to secure the freedom of U.S. nationals that are held hostage or wrongfully detained abroad, support their families, and end the practice of hostage diplomacy. S/SPEHA was created in 2015 by Presidential Policy Directive 30 and Executive Order 13698[26], and the Special Envoy reports directly to the Secretary.

As foreign actors continue to seek asymmetric foreign policy tools to reshape the international order and challenge the United States, the threat to U.S. and allied nationals traveling abroad grows. S/SPEHA conducts negotiations and recovery missions, including in countries where there is little or no U.S. government presence to safely bring U.S. hostages and wrongful detainees home. S/SPEHA also coordinates with non-governmental organizations, as well as federal and local agencies, to ensure every hostage and wrongful detainee brought home is connected to the resources they need to return to their normal life; resources are also dedicated to providing support to the families of ongoing hostage or wrongful detention cases.

S/SPEHA's activities are centered around the recovery and/or return of U.S. nationals held hostage or wrongfully detained overseas, pursuant to the Robert Levinson Hostage Recovery and Hostage-taking Accountability Act, and Executive Orders 13698 and 14078[27]. S/SPEHA's authorities were expanded further in section 6409 of the FY 2024 National Defense Authorization Act (NDAA) (P.L. 118-31), and include a requirement to provide financial assistance, including travel and lodging, for family members of wrongfully detained individuals to meet with U.S. government officials. It also authorizes the Department to provide compensation and assistance for return travel of the detained individual, as well as physical and mental health assistance. Funds will be used to support these efforts.

S/SPEHA is the diplomatic and operational lead on wrongful detention cases for the U.S. government and is the primary contact for family members of wrongful detainees, providing them with case updates and connecting them to available government services. S/SPEHA also leads the Department of State's efforts to build broad, bilateral, and multilateral support for efforts to end the use of "hostage diplomacy" and develop strong deterrent and preventative measures to dissuade malign actors and protect Americans traveling overseas.

[26] E.O. 13698: Bolstering Efforts to Bring Hostages and Wrongfully Detained United States Nationals Home. https://www.whitehouse.gov/briefing-room/presidential-actions/2022/07/19/executive-order-on-bolstering-efforts-to-bring-hostages-and-wrongfully-detained-united-states-nationals-home/

[27] E.O. 14078: Bolstering Efforts To Bring Hostages and Wrongfully Detained United States Nationals Home. https://www.federalregister.gov/documents/2022/07/21/2022-15743/bolstering-efforts-to-bring-hostages-and-wrongfully-detained-united-states-nationals-home

JUSTIFICATION OF REQUEST

To enhance SPEHA's support for wrongfully detained U.S. nationals, the Department plans to fund SPEHA operating expenses using both fee revenue from the CBSP account and a portion of EPF revenue that will be deposited in the Diplomatic Programs account, consistent with the first proviso under the heading "Diplomatic and Consular Programs'' in title V of Public Law 103–317 (22 U.S.C. 214 note).

Detailed Resource Summary

Special Presidential Envoy for Hostage Affairs (SPEHA)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	14	6	-	-	20	1,844	3,418	5,262
FY 2024 Estimate	14	6	-	-	20	1,844	3,418	5,262
FY 2025 Built-in Changes								
2025 American Pay Raise	-	-	-	-	-	3	58	61
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	18	18
Total Built-in Changes	-	-	-	-	-	3	76	79
FY 2025 Current Services	14	6	-	-	20	3,147	3,494	6,641
FY 2025 Program Changes								
Realign SPEHA from DP to consular revenues	(14)	(6)	-	-	(20)	(3,147)	(3,494)	(6,641)
Total Program Changes	(14)	(6)	-	-	(20)	(3,147)	(3,494)	(6,641)
FY 2025 Request	-	-	-	-	-	-	-	-

Staff and Funds by Domestic Organization Units

($ in thousands)

Special Presidential Envoy for Hostage Affairs (SPEHA)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
SPEHA	20	-	5,262	20	-	5,262	-	-	-	(20)	-	(5,262)
Total	**20**	**-**	**5,262**	**20**	**-**	**5,262**	**-**	**-**	**-**	**(20)**	**-**	**(5,262)**

SPECIAL PRESIDENTIAL ENVOY FOR HOSTAGE AFFAIRS

Funds by Object Class

($ in thousands)

Special Presidential Envoy for Hostage Affairs (SPEHA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	2,785	2,787	-	(2,785)
1200 Personnel Benefits	905	905	-	(905)
2100 Travel & Trans of Persons	448	448	-	(448)
2300 Rents, Comm & Utilities	193	193	-	(193)
2400 Printing & Reproduction	6	6	-	(6)
2500 Other Services	903	903	-	(903)
2600 Supplies and Materials	17	17	-	(17)
3100 Personal Property	5	3	-	(5)
Total	**5,262**	**5,262**	**-**	**(5,262)**

WORLDWIDE SECURITY PROTECTION

Resource Summary

($ in thousands)

Worldwide Security Protection (WSP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Worldwide Security Protection	3,813,707	3,813,707	3,928,712	115,005
Positions	3,836	3,836	3,614	(222)

WHO WE ARE & WHY IT MATTERS

Worldwide Security Protection (WSP) funding is utilized help create a safe and secure environment for the conduct of American global diplomacy. WSP supports the Bureau of Diplomatic Security's (DS) operations and personnel, as well as security and emergency response programs in ten functional bureaus. The Bureau's functions include overseas security staff support and travel; operational medicine; information technology (IT) security accreditation and deployment; continuity of operations and exercise planning; and security and crisis management training.

DS is principally responsible for security operations located at over 275 overseas posts and 150 domestic sites, including a worldwide guard force protecting overseas diplomatic posts, residences, and domestic offices. DS provides protective services for the Secretary of State, the U.S. Ambassador to the United Nations, U.S. diplomatic personnel abroad, foreign dignitaries visiting the United States, and senior former officials who face serious and credible threats from foreign powers. The Bureau is also responsible for background investigations, information security, cybersecurity, threat finance, technical security, and facility protection; these responsibilities include the creation and implementation of associated countermeasures, emergency action plans, and network security.

In partnership with multiple law enforcement agencies, DS conducts investigations related to passport and visa fraud, counterterrorism, threat management, drug trafficking, counterintelligence, cybersecurity, personnel security, human trafficking, protective intelligence, and fugitive captures. In coordination with executive branch agencies and international partners, DS also implements high threat and anti-terrorism assistance training for both U.S. and allied nation personnel. In addition, DS provides hard and soft skill training for the Department, and the Bureau manages the Foreign Affairs Security Training Center (FASTC).

The Department's people, property, and interests are protected abroad through the observation of appropriate security standards worldwide; maintenance of accurate mission threat assessments and ratings; training of U.S. diplomats on security and resilience techniques; promotion of innovation in physical and technical security; and provision of enhanced security screening for posts most vulnerable to intelligence and terrorism threats.

DS manages a full spectrum of criminal and special investigations, including violations of laws regarding U.S. passports and visas, as well as defensive counterintelligence programs. DS ensures the security of critical information by managing the Department's Insider Threat Program and the initial and continuous vetting program which conducts nearly 40,000 personnel security actions annually. DS further protects critical information by: ensuring compliance with intelligence community directives regarding Sensitive Compartmented Information (SCI) operations; monitoring department networks; and providing cyber threat analysis for the Department.

WORLDWIDE SECURITY PROTECTION

WSP funding supports the protection of thousands of U.S. government personnel at every U.S. diplomatic mission in the world. Many missions are in increasingly dangerous and challenging security environments. WSP supports the research and development of technologies and equipment that provide for the protection of personnel, facilities, and information networks from a multitude of human and cyber threats. The funding also purchases emergency food, shelter, clothing, and transportation in support of the Victims' Resource Advocacy Program (VRAP) for those victimized by crimes investigated by DS.

The Department maintains its efforts in mitigating cyber and technology security risks in the cloud and on work premises; undertaking network traffic monitoring and evaluation; executing cyber incident detection and response; running cyber-crime investigations and digital forensic analysis; and developing technical countermeasures that provide for the protection of over 125,000 information technology assets worldwide. The Department also supports enhancements in global cybersecurity monitoring, incident response, advanced cyber threat analysis, security data analytics, secure vehicle telematics, and building automation systems.

The task of keeping U.S. personnel overseas safe is a dynamic and ever-evolving process. Given an increase in emerging threats that target the advancement of the country's diplomatic efforts, it is essential that the Department of State be prepared to mitigate security risks and protect American lives. DS and WSP partner bureaus are committed to enabling diplomatic engagement overseas by working proactively to address the risks inherent in this work.

BUREAU STRATEGIC GOALS

1. Safeguard diplomatic activities in all operating environments worldwide to advance U.S. foreign policy.
2. Prevent harm to the United States and its citizens from criminal, terrorist, and cyber activity through intelligence-led law enforcement coordination and security operations.
3. Provide high-quality training to equip Department personnel and others in the foreign affairs community with the skills to safely and successfully operate in the current threat environments.
4. Utilize the right technologies and business processes to operate in an innovative and safe digital environment.
5. Continue to develop a resilient, skilled, and diverse organization through effective leadership and management to enhance Diplomatic Security's ability to further the Department's mission.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request for WSP resources is $3.9 billion, a $115 million increase above FY 2023 Actual.

The Request consists of $3.2 billion in bureau managed resources and $688.8 million for American Salaries (AmSals). WSP funding supports 3,614 U.S. Direct Hire (USDH) positions both domestically and overseas, including Regional Security Officers (RSOs) and Security Engineering Officers (SEOs); more than 41,000 domestic and overseas guards; high threat protection; security technology, including armored vehicles and unmanned aerial vehicles; cyber and information security elements; and diplomatic courier (DC) operations.

WSP's no-year funding provides DS and other bureaus with the flexibility needed to meet vital and increasingly unpredictable emergent security requirements worldwide. WSP funding supports the management of multi-year security contracts, while maintaining contingency reserves necessary to address emerging threats to the safety and security of Department personnel and family members under the Secretary of State's security responsibility.

WORLDWIDE SECURITY PROTECTION

Additional details on the components of the FY 2025 Request are broken out below.

Diplomatic Security: $3,392.1 million

Market forces and contractual requirements are increasing annual costs across DS's global security platform. The impacts resulting from this effective loss in purchasing power are compounded by disrupted global supply chains, rapidly changing technology, increases to lifecycle replacement timelines, increasing global threats, and quickly changing operational environments. Current funding projections show a decrease in DS's funding in practical terms for operations with longer time horizons that require specialized labor and long lead countermeasures technical security equipment and materials.

The Request seeks to reduce the risks inherent in diplomatic work and realign available resources to shifting priorities.

The DS component of the FY 2025 WSP Request is $3.4 billion, a net increase of $109.4 million over FY 2023 Actual.

The Request includes $2.7 billion in bureau managed resources and $664.9 million for American Salaries (AmSals). The increase consists of $110.3 million in additional bureau-managed funding, a net decrease in American Salaries of $975,000, with detailed adjustments broken out below.

Realignment to be funded from the Consular and Border Security Program (CBSP): $89.7 million

In recognition of rising security costs and broader fiscal trends, the Request realigns a total of $89.7 million in expenses to CBSP that would have previously been supported by the WSP allocation. Of this amount, $46.9 million is AmSals funding for 237 DS Civil Service (CS) positions conducting consular-related criminal investigations. The remaining $42.8 million in realigned bureau managed funds are to address operational support of consular activities. The bureau managed component of the realignment contains:

- -$18.2 million for Assistant Regional Security Officer Investigator (ARSO-I), Locally Employed (LE) staff, and Eligible Family Member employees supporting passport and visa fraud cases at post;
- -$23.2 million for security clearances of consular U.S. direct hires and contract employees; and
- -$1.4 million for FACT training for approximately 300 Bureau of Consular Affairs (CA) employees per year.

Real Property Working Capital Fund (WCF) realignment: $21.6 million

The Request includes a realignment of $21.6 million to WSP. Historically, facility management costs have been funded through A Bureau. In FY 2024, the Department is implementing a Working Capital Fund (WCF) for bureaus to fund operations and maintenance costs to directly support each bureau's allocated space. This net-zero WSP action realigns $21.6 million from A Bureau's WSP resources to DS to support DS's WCF costs for FY 2025.

WORLDWIDE SECURITY PROTECTION

Realign protection costs to Protection of Foreign Missions and Officials (PFMO): -$6 million.

The Request also realigns $6 million to the Protection of Foreign Missions and Officials (PFMO) account to support the program's requirement to provide guard services to vacant Foreign Mission properties. DS has previously provided some security services to these locations using WSP resources. This action appropriately realigns the resources and expenses to cover these activities to the PFMO account.

DS American Salaries: $664.9 million

The FY 2025 Request contains $664.9 million for AmSals, a net decrease of $975,000. The Request will support 3,475 USDH positions. The FY 2025 level includes a realignment of $46.9 million to CBSP, as discussed above, and the following current service increases totaling $45.9 million:

- $32.3 million for the 2024 and 2025 American Pay raises;
- $12.1 million for the annualization of the 2023 and 2024 American Pay raises; and
- $1.5 million for additional position support costs.

DS Bureau Managed Funding: $2,727.1 million

The Request dedicates $2,727.1 million in WSP resources to DS bureau managed efforts, an increase of $110.3 million over FY 2023 Actual. The Request supports all DS security programs domestically and all security operations at posts worldwide, including High Threat High Risk posts (HTHR).

The $110.3 million increase consists of:

- $104.3 million increase from program changes, which are broken out below;
- $28.9 million increase for LE Staff wage increases in 2024 and 2025;
- -$27.2 million in net realignments, including adjustments going to PFMO, to CBSP, and from IRM; and
- $4.3 million increase for added position support.

Activities to potentially establish and sustain the Diplomatic Travel Support Operations Facility (DTSOF) in Tripoli, Libya: $44.5 million.

The Request contains the estimated costs identified during Department planning processes for the potential establishment of the DTSOF. This recurring WSP base increase will also sustain the projected security costs for the potential facility. The Department's estimates include a Worldwide Protective Security (WPS) guard force, comprised of both static and movement guards, RSO support; Special Program for Embassy Augmentation and Response (SPEAR) team costs; and the establishment of a new domestic Open-Source Intelligence (OSN) team. The establishment of the DTSOF is not equivalent to the establishment of a fully-fledged U.S. Embassy, but will substantially enhance the ability for the U.S. to conduct diplomatic activities in Libya.

Department estimates include the costs incurred to outfit a 20-acre compound with a Counter-Unmanned Arial System (C-UAS), High-Definition Secure Video Systems (HDSVS), and other various countermeasures, as well as the costs to train guards, life support, and other administrative costs.

Local Guard (LG) operations: $23.4 million.

LG operations support the salaries and contractual obligations for over 35,000 protective personnel worldwide. LG operations for non-Afghanistan, Iraq, and Pakistan (non-AIP) and non-Worldwide Protection Service posts increase by approximately $29.0 million per year, of which DS pays an average annual increase of $17.5 million

(60 percent) on behalf of the Department. In the past, DS has covered these increases with prior year balances. However, escalation, contract increases, and wage increases for LG operations are expanding more rapidly than in previous years.

The Request supports increases in the International Cooperative Administrative Support Services (ICASS) platform and LG operations, which exceed the FY 2023 base. By utilizing prior year balances, DS had been able to cover the deficit on a year-by-year basis only. The deficit backlog has continued to grow, and with prior year balances significantly dropping, the shortfall cannot be absorbed.

Professional LG operations serve a vital role supporting and safeguarding U.S. diplomatic personnel and facilities spanning the globe. These operations are the primary, and often only, line of defense to protect U.S. diplomatic interests from crime and terrorism.

LG operations are developed and resourced in accordance with the Overseas Security Policy Board (OSPB) standards, which determine the level of security to be provided for facilities and residences at each diplomatic post. Failing to fully fund overseas LG operations carries significant operational risk. In FY 2023 DS began a global review of the LG footprint overseas to determine necessary resources to maintain required standards. The Request will allow DS to support those standards.

Protection of former Department officials: $10.3 million.

The Request includes funding for protective services operations for former or retired senior Department officials or employees that the Secretary of State, in consultation with the Director of National Intelligence (ODNI), determines are subject to serious or credible threat from a foreign power or the agent of a foreign power arising from duties performed by those official(s) or employee(s) while employed by the Department. Funding will be used consistent with section 6232 of the National Defense Authorization Act for Fiscal Year 2024 (P.L. 118-31), which provides authority for overtime pay beyond the premium pay cap for DS agents providing protective services.

Domestic guard contract: $9.8 million.

The contract supports the execution and oversight of the approximately 1,400 contract personnel protecting the Department's domestic facilities. DS is required to provide guard security services to secure domestic work environments; afford protection to Department personnel, official guests, and visitors; and safeguard classified information. The domestic guard contract contains annual increases based on a collective bargaining agreement, which DS cannot absorb in its base budget. Without adequate resources to support, DS will be forced to further reduce staffing and potentially close or reduce availability of domestic facilities entry points.

Information technology (IT) WCF adjustments: $5.7 million.

The Bureau of Information Resource Management (IRM) updated its FY 2024 charges for IT services and products provided through the IT WCF service centers, which have been incorporated in the Request.

Labor costs for training personnel at the Foreign Affairs Security Training Center (FASTC): $4.6 million.

FASTC opened in late 2019 and operated under pandemic restrictions during its initial years of operations. Post-pandemic, FASTC student populations are rising rapidly and will soon exceed the appropriate balance between students and instructors. To meet demand for more training and future needs, the Request prioritizes the filling of staffing vacancies.

Actions to safeguard and defend the Department's Top Secret (TS)/Sensitive Compartmented Information (SCI) fabric: $3 million**.**

Improved security and compliance will include updates and replacements to end-of-life infrastructure, hardware and software, and contractual support. DS will also modernize network infrastructure and reengineer classified computing environments to be modern, flexible, accessible, and secure.

The Department's new Pacific Island posts: $1.5 million.

The Request reflects the estimated costs for RSO operations, countermeasure security upgrades, and guard support at three new posts located in the Pacific Islands: Solomon Islands, Tonga, and Vanuatu.

The Department's expanding engagement in the Eastern Caribbean: $1.5 million.

The Request includes the estimate costs for RSO operations, countermeasure security upgrades, and guard support to support additional engagement in the eastern Caribbean.

Iraq: $747.7 million

The Request includes $747.7 million for Iraq security operations within WSP, a $253,000 increase above FY 2023 Actual. The increase will be applied to the 2025 American Pay raise.

The Request sustains DS's work in Iraq, and includes funding to support security operations, such as: the ongoing portion of DS ICASS invoice costs; diplomatic couriers; static/local guards; Embassy Air; overseas support costs; premium pay; Temporary Duty assignment (TDY)-related costs; armored vehicle replacements; training; physical and technical security; and training for Quick Reactionary Forces (QRF) under the Office of Antiterrorism Assistance's (ATA's) Special Program for Embassy Augmentation Response (SPEAR).

WSP Partner Bureaus: $536.7 million

Bureau of Administration (A): $64.1 million

The Request is $64.1 million, a decrease of $21.4 million below FY 2023 Actual.

The Request is the result of a net permanent adjustments of -$21.6 million in Real Property Working Capital Funds to DS and the non-recurral of -$4.5 million for the one-time relocation cost of the Department's courier and diplomatic pouch facilities from SA-8 in Springfield, Virginia to Fort Belvoir, Virginia. Taken together, these decreases total -$26.1 million.

This decrease is partially offset by the following increases: $4.2 million for Secure Compartmentalized Information Facility (SCIF) updates to Harry S Truman building; $277,000 to fully fund projected price increases for information technology (IT) services provided by the Bureau of Information Resource Management's IT Working Capital Fund (WCF); and $219,000 for 2024 and 2025 American Pay raises and annualization of the 2023 and 2024 American Pay raises.

The A Bureau provides the platform for domestic emergency management planning and preparedness, strengthens employee preparedness, and exercises the Emergency Relocation Groups (ERGs). The Bureau is responsible for developing mandatory domestic emergency plans, policies, procedures, and capabilities, as well as for overseeing bureaus' development of their own emergency action plans so the Department can respond to and recover from any emergency that may affect personnel, facilities, or operations.

The Bureau's Office of Emergency Management manages the Department's domestic emergency response plans and Continuity of Operations, Continuity of Government, and Enduring Constitutional Government (COOP/COG/ECG) Plans. The Office maintains COOP/COG/ECG facilities to national continuity and communications standards.

The A Bureau also provides real property support for DS domestic offices and facilities. As part of this work, the Bureau updates SCIFs to reinforce secure collaboration across Department and interagency stakeholders, as well as improving usage of restricted facility space with greater alignment to Future of Work objectives.

Chief of Protocol (CPR): $900,000

The Request maintains the same funding level as FY 2023 Actual. CPR's resources sustain the Airport Escort Screening Courtesies (AESC) program. Foreign officials who are the functional equivalents of members of the Cabinet of the United States are eligible for the services provided under the AESC program when they are not escorted by the United States Secret Service, the Department of State Diplomatic Security Service, or other recognized U.S. government official protective details.

AESC is also provided to an accompanying spouse and children under the age of 12 when traveling with the approved foreign official. AESC only addresses departures from designated U.S. airports, and the program is separate from the Courtesies of the Port Program for arriving dignitaries (also administered by the Office of the Chief of Protocol). The AESC program is the result of many high-level concerns regarding the much more restrictive airport screening procedures implemented in the wake of September 11, 2001. The Department and the Department of Homeland Security only agreed to these courtesies for very high-level foreign dignitaries.

Bureau for Counterterrorism (CT): $1.6 million

The Request maintains the same level as FY 2023 Actual. CT utilizes WSP funding to lead and support efforts to enhance the nation's posture to immediately respond to overseas terrorist incidents and protect national security interests.

The resources requested support training Department personnel at home and abroad, host nation, and interagency personnel on CT policies and operations, such as through the CT-designed and led Crisis Response Overview exercise series. Activities also include supporting and training the CT advisors that may deploy on the Foreign Emergency Support Team (FEST), serve on the Weapons of Mass Destruction Strategic Group (WMDSG), or act as a CT bureau liaison during crises. Funding for these activities includes supporting the international special events via the International Special Events Group (ISEG) and participating in the Crisis Response and Exercise sub-groups.

The Request sustains CT-related exercise objectives, exercise design, scripting, and participation in the exercises, especially the Senior Leader portions.

Funding will support efforts to track, repatriate, and resettle foreign terrorist fighters, associated family members, and terrorist detainees. These counterterrorism preparedness activities enhance the U.S. government's ability to respond to an international terrorist incident that threatens national security, such as hostage taking; attacks on U.S. facilities overseas; weapons of mass destruction threats or incidents; and other high priority events which imperil U.S. citizens overseas. In addition, funding will support technical programs, such as the Technical Support Working Group (TSWG), which assists with the research, development, and rapid procurement of counterterrorism technological solutions to enhance the protection of U.S. interests.

WORLDWIDE SECURITY PROTECTION

Foreign Service Institute (FSI): $20.9 million

The Request includes $20.9 million, a $221,000 increase above FY 2023 Actual. The increase includes funding for the 2024 and 2025 American Pay raises and the annualization of the 2023 and 2024 American Pay raises. The Request also addresses the costs related to positions added in FY 2023.

FSI continually reviews, evaluates, and incorporates necessary changes into its training curriculum to better prepare Department Diplomatic Security Agents, Regional Security Officers, and other security personnel to work safely overseas. FY 2025 funds will be utilized to maintain and enhance language, leadership, security, professional, and other areas of expertise for DS personnel throughout their government careers.

The Request will also maintain essential training for foreign affairs professionals to remain safe in evolving and unstable security environments, both domestically overseas. In addition, to keep U.S. diplomatic staff secure from cyber-attacks and ensure a successful Department response, it is critical that Cybersecurity Training and Innovative Security Readiness Training be fully integrated into overall IT training at FSI. This necessity has been reflected in the Request.

To have impactful and effective delivery of these life skill trainings, WSP supports just-in-time, online training aligned with evolving post needs; coordination with Department stakeholders to design and facilitate exercises with Washington and regional participation; maintenance of the Crisis Management Training (CMT) blog and webinar series to spur post engagement and the effective use of Department resources; and a continual refresh of leadership CMT products based on a strategic approach to video interview collection and iterative lessons learned from real world crises.

Foreign Service National Separation Liability Trust Fund (FSNSLTF): $2.4 million

The Request is $2.4 million, maintaining FY 2023 Actual. The FSNSLTF is authorized to provide separation pay for foreign national employees of the Department of State in those countries in which such pay is legally authorized. A proportionate share of each year's annual accrued liability of the FSNSLTF is funded by the Diplomatic Programs (DP) appropriation, including through Public Diplomacy and WSP resources.

Global Talent Management (GTM): $405,000

The Request is $405,000, a $20,000 increase above FY 2023 Actual. The increase will support the 2024 and 2025 American Pay raises and the annualization of the 2023 and 2024 American Pay raises. GTM's WSP funding supports a position responsible for training new and existing staff on diplomatic security processes and anti-fraud techniques.

Bureau of Intelligence and Research (INR): $46.3 million

INR's FY 2025 Request for WSP resources is $46.3 million, a $35.4 million increase above FY 2023 Actual. The increase consists of: (1) a realignment of funding for INR's Technology and Innovation Office (TIO) to the WSP allocation, which includes funding for 15 CS positions; (2) a realignment of $15.8 million from INR's DP allocation to WSP; and (3) the realignment of non-TIO resources, consisting of a decrease of four CS positions and -$455,000, from WSP to INR's DP allocation.

The realignments represent a net increase of 11 CS positions and $15.3 million into INR's WSP resources. They also consolidate the TIO portfolio in WSP; INR's WSP resources now exclusively support cybersecurity and IT modernization priorities.

WORLDWIDE SECURITY PROTECTION

INR's priorities for cybersecurity and technology modernization are directly responsive to Office of Inspector General (OIG) recommendations and the need to comply with new cybersecurity and zero trust mandates. INR has established four strategic priorities related to cybersecurity and modernization: (1) Superior Cybersecurity; (2) Modern, Secure Technology; (3) Resilient and Reliable Systems; and (4) Exceptional Risk Management and Governance. The Request is aligned to each of these goals and consolidates INR cybersecurity and technology requirements under WSP.

The Request's remaining increase of $20.1 million and four additional CS positions will be dedicated to addressing security deficiencies and modernizing the Department's Top Secret/Sensitive Compartmented Information (TS/SCI) fabric.

The four new positions will be focused on mitigating INR's cybersecurity, compliance, and resiliency risks, as outlined by OIG. They will also assist the Department in making progress on the technology and cybersecurity component of the Department's modernization agenda. The new staff roles are broken out below.

- Lead in IT Strategy, Policy, and Enterprise Architect (+1 CS). The Lead will address critical operational gaps; lead development and maintenance of IT strategic planning, including IT requirements; establish performance metrics; and perform monitoring and evaluation.
- Chief Technology Officer (+1 CS). The staff member will develop and execute bureau technology strategy, recommend technology investment and technical decisions, and drive innovation.
- Information Security Systems Engineer (+1 CS). This engineer will enhance and mature the Department's SCI enterprise's cybersecurity posture, including information security countermeasure implementation, as well as continuous monitoring functions.
- Development Security and Operations position (+1 CS). The new employee will integrate security requirements into the development and operations lifecycle. They will also coordinate enterprise platform and application development, data engineering, and operations to ensure the viability and security of the Department's SCI enterprise.

The balance of the increase, after accounting for the four positions described above, is $19.3 million and will be used for targeted activities that support Department efforts to provide superior cybersecurity, modern and secure technology, resilient and reliable systems, and exceptional risk management and governance. Component elements have been detailed below.

- $9.7 million to modernize technology: Efforts will focus on protecting TS/SCI data and maintaining network services, while doing so in a manner that addresses compliance and regulatory mandates. These actions will be taken in compliance with Executive Order (E.O.) 14028[28] and the National Security Memorandum (NSM) to improve the cybersecurity of National Security, Department of Defense, and Intelligence Community Systems.
- $2.4 million for an end-of-life operational network hardware refresh: To ensure the operational network remains secure, INR will conduct a critical refresh of outdated technology, modernizing antiquated network hardware, software, and servers, as well as improving interoperability support. These efforts will mitigate unacceptable security and operational risks and enable INR to distribute its intelligence products worldwide to U.S. diplomats and Intelligence Community (IC) partners securely and without disruption. These initiatives will be evaluated with a cloud-first approach to achieve efficiency, scalability, and cost savings.
- $2.2 million for network hardware to support Continuity of Operations (COOP): INR will upgrade and modernize its COOP Network, including software, hardware, and support. These enhancements will

[28] E.O. 14028: Improving the Nation's Cybersecurity. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/05/12/executive-order-on-improving-the-nations-cybersecurity/

strengthen INR's ability to deliver timely and innovative technical solutions, services, and capabilities during critical situations. The update will serve to facilitate policymakers in advancing U.S. foreign policy and national security interests, particularly in the face of potential breaches or catastrophic events.

- $1.9 million for the Security Operations Center: INR will be implementing a security monitoring and defense systems to safeguard against cyber threats. This security information and event management tool will allow INR to analyze real-time data and cyber threat intelligence in order to detect and respond to potential incidents promptly. This proactive incident response approach is a crucial component to ensuring the security of Department information.
- $3.1 million for other associated activities: These actions will focus on behavioral analytics for User Activity Monitoring (UAM), Storage Hardware Refresh, Privileged Access Management, Cross Domain Solution (CDS), Secure Flash Drives and Management System, and Endpoint Configuration Management.

Bureau of Information Resource Management (IRM): $298.3 million

The Request is $298.3 million, a $10.4 million decrease below FY 2023 Actual.

The Request includes $294.6 million in bureau managed funding and $3.7 million for American Salaries (AmSals) supporting 13 CS positions. The net decrease of $10.4 million consists of the following current service adjustments and program increases:

- -$18 million base reduction to non-recur the one-time FY 2023 increase for the relocation of State Annex 8 (SA-8) from Springfield, Virginia to Fort Belvoir, Virginia;
- $3.8 million increase for 2024 and 2025 American Pay raises and the annualization of the 2023 and 2024 American Pay raises; and
- $3.8 million increase for continuing implementation and scope increase for IRM's Secure Mobile Communication program. Department activities supported by the program include Private Mobile Diplomacy (PMD), secure communications, the Foreign Emergency Support Team (FEST), and tactical communications equipment and services.

Bureau of International Security and Non-proliferation (ISN): $1.4 million

The Request is $1.4 million, maintaining the FY 2023 Actual level. The Request will sustain the Office of Weapons of Mass Destruction Terrorism's (WMDT) Foreign Consequence Management (FCM) program, which is responsible for providing WMD response exercises and sub-regional response workshops.

The increased potential for catastrophic chemical, biological, radiological, or nuclear events, combined with the effectiveness of the FCM program, has resulted in stronger demand from the interagency, embassies, and international partners. Requests for ISN's services include the utilization of the Bureau's tools, partnerships, and capabilities to prepare for, and respond to, a crisis, and ISN will continue to train and prepare U.S. personnel overseas for these potential events.

Bureau of Medical Services (MED): $57.4 million

The Request is $57.4 million, an increase of $475,000 over FY 2023 Actual. The increase includes funding for the 2024 and 2025 American Pay raises, the annualization of the 2023 and 2024 American Pay raises, and a realignment of $976,000 from MED's bureau managed to American Salaries resources to support costs for new positions added in FY 2023. In FY 2025, MED's WSP resources will maintain the programs detailed below.

WORLDWIDE SECURITY PROTECTION

Operational Medicine (MED/OM)

The Request includes $52.3 million for MED/OM and consists of funding for 52 CS positions. MED/OM performs the Department's most sensitive personnel recovery operations, deploying security and medical response personnel to posts in crisis. MED/OM also provides a standing biocontainment medical evacuation capability to transport patients with high consequence infectious diseases or compromised immune systems following a nuclear or radiological disaster.

The Request provides support for the Operational Medicine (OPMED) Program in executing its mission to: mitigate risks to Chief of Mission (COM) personnel worldwide: identifying medical risks; work across the Department and interagency in developing and coordinating actionable plans to address those risks; and deploying side-by-side with security and crisis response partners to protect the Department's people in the most challenging environments, including High Threat, High Risk (HTHR) posts. The Request also reflects refinements the Department's Multi-Mission Aviation Support Services (MMASS) contract, which provides the U.S. Government with flexible aviation and air ambulance response capabilities its overseas workforce.

FY 2025 resources will underpin MED's commitment to the Department's overseas workforce to respond to a natural or manmade disasters. Related activities include the: management of worldwide stockpiles of emergency medical kits and WMD countermeasures; execution of mass casualty/emergency action plan training and enhancement; and coverage of protective medicine costs required to train, equip, and deploy medical providers to support security, protective, and response operations.

Medical Program

The Request also contains $5.2 million for MED's Medical Program, which supports 13 CS employees. Details of the Medical Program component elements supported by this Request are broken out below.

- $1.0 million for six CS positions within the Office of the Executive Director and the Directorate for Clinical Programs to help sustain a range of security-related MED initiatives.
- $3.5 million and three CS positions to support Anomalous Health Incidents (AHI) baseline examinations and to implement the recommendations of the Havana Accountability Review Board. These efforts entail providing support to MED information technology platforms that enable the collection and analysis of AHI baseline information; and
- The realignment of $666,000 and four CS positions from the Operational Medicine Program to MED's Office of Medical Informatics. The resources will be used to support OPMED tactical and secure communications capabilities, as well as security-related MED information technology (IT) initiatives.

Office of Foreign Missions (OFM): $118,000

The Request of $118,000 will sustain OFM's system support for the Airport Escort Screening Courtesies (AESC) program managed by Office of the Chief of Protocol (CPR).

Post Assignment Travel (PAT): $42.9 million

The Request is $42.9 million, an increase of $1.3 million above FY 2023 Actual. The Request will support relocation and assignment travel within the State Department for RSOs and Assistant Regional Security Officers (ARSO) with approximately 1,100 permanent change of station travel orders in FY 2025. The $1.3 million increase includes: (1) $1.1 million to address observed increases in travel, transport, and shipping costs due to overseas price inflation (OPI); and (2) $216,000 for an increase in long-term storage costs at domestic storage facilities.

WORLDWIDE SECURITY PROTECTION

Resource Summary

Worldwide Security Protection (WSP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	1,194	1,179	1,463	32	3,868	3,128,940	684,767	3,813,707
FY 2024 Estimate	1,194	1,179	1,463	32	3,868	3,128,940	684,767	3,813,707
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	485	23,294	23,779
2024 LE Staff Wage Increase	-	-	-	-	-	8,719	-	8,719
2024 Overseas Price Inflation	-	-	-	-	-	15,616	-	15,616
2025 American Pay Raise	-	-	-	-	-	7,411	9,857	17,268
2025 LE Staff Wage Increase	-	-	-	-	-	19,888	-	19,888
2025 Overseas Price Inflation	-	-	-	-	-	19,802	-	19,802
Absorption of FY 2024 and FY 2025 Overseas Price Inflation	-	-	-	-	-	(60,911)	-	(60,911)
Annualization of 2023 American Pay Raise	-	-	-	-	-	-	4,597	4,597
Annualization of Positions	-	-	-	-	-	-	2,560	2,560
Annualization of the 2024 American Pay Raise	-	-	-	-	-	-	7,764	7,764
IT WCF Increases	-	-	-	-	-	5,994	-	5,994
Overseas Price Inflation	-	-	-	-	-	25,785	-	25,785
A - Real Property WCF Realignment to DS from A	-	-	-	-	-	(21,603)	-	(21,603)
A - Non-Recur SA-8 Relocation	-	-	-	-	-	(4,500)	-	(4,500)
DS - Real Property WCF Realignment from A Bureau to DS	-	-	-	-	-	21,603	-	21,603
IRM - Non-Recur SA-8 Relocation	-	-	-	-	-	(18,000)	-	(18,000)
MED - Realign to AmSals to support position costs	-	-	-	-	-	(976)	-	(976)
FY 2025 Current Services	1,194	1,179	1,463	32	3,868	3,148,253	732,839	3,881,092
FY 2025 Program Changes								
A - HST SCIF updates	-	-	-	-	-	4,200	-	4,200
DS - Libya DTSOF	-	-	-	-	-	44,500	-	44,500
DS - New Pacific Island Posts	-	-	-	-	-	1,500	-	1,500
DS - Eastern Caribbean	-	-	-	-	-	1,500	-	1,500
DS - Protection of Former Employees	-	-	-	-	-	10,252	-	10,252

WORLDWIDE SECURITY PROTECTION

Worldwide Security Protection (WSP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
DS - Realign 237 CS positions and Consular Related Activities to CA	(237)	-	-	-	(237)	(42,768)	(46,900)	(89,668)
DS - Realign AAU Resources to DS	-	-	2	-	2	2,058	255	2,313
DS/AAU - Realign AAU Resources to DS	-	-	(2)	-	(2)	(2,058)	(255)	(2,313)
DS - Realign Pakistan Resources to DS	-	-	47	-	47	45,824	6,306	52,130
DS/Pak – Realign Pakistan Resources to DS	-	-	(47)	-	(47)	(45,824)	(6,306)	(52,130)
DS - Realign Regional Bureaus to DS	-	1	857	32	890	101,399	174,185	275,584
DS - Realign Security of Properties to PFMO	-	-	-	-	-	(6,000)	-	(6,000)
DS - TS/SCI Modernization	-	-	-	-	-	3,000	-	3,000
DS - LGP ICASS increases	-	-	-	-	-	23,416	-	23,416
DS - FASTC Labor	-	-	-	-	-	4,600	-	4,600
DS - Domestic Facilities Protection	-	-	-	-	-	9,800	-	9,800
DS - Realign AF to DS	-	-	(180)	(1)	(181)	(24,140)	(26,098)	(50,238)
DS - Realign EAP to DS	-	-	(132)	(11)	(143)	(18,839)	(18,174)	(37,013)
DS - Realign EUR to DS	-	-	(196)	(5)	(201)	(22,289)	(34,468)	(56,757)
DS - Realign IO to DS	-	(1)	(3)	-	(4)	(794)	(1,042)	(1,836)
DS - Realign NEA to DS	-	-	(109)	(9)	(118)	(15,694)	(34,850)	(50,544)
DS - Realign SCA to DS	-	-	(41)	(6)	(47)	(5,484)	(29,796)	(35,280)
DS - Realign WHA to DS	-	-	(196)	-	(196)	(14,159)	(29,757)	(43,916)
INR - Modernize TIO Program	4	-	-	-	4	19,611	458	20,069
INR - Realign TIO from DP to WSP	15	-	-	-	15	12,966	2,825	15,791
INR - Realign non-TIO from WSP to DP	(4)	-	-	-	(4)	-	(455)	(455)
IRM - Mobile Secure Comms	-	-	-	-	-	3,780	-	3,780
PAT - Transport and Shipping Increases	-	-	-	-	-	583	-	583
PAT - Post Assignment Travel Increases	-	-	-	-	-	536	-	536
PAT – Long Term Domestic Storage Increases	-	-	-	-	-	216	-	216
Total Program Changes	(222)	-	-	-	(222)	91,692	(44,072)	47,620
FY 2025 Request	972	1,179	1,463	32	3,646	3,239,945	688,767	3,928,712

WORLDWIDE SECURITY PROTECTION

Staff and Funds by Domestic Organization Units

($ in thousands)

Worldwide Security Protection (WSP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
Diplomatic Security Total	**3,712**	**32**	**3,282,725**	**3,712**	**32**	**3,282,725**	**3,475**	**32**	**3,392,082**	**(237)**	**-**	**109,357**
Countermeasures	-	-	*343,712*	-	-	*343,712*	-	-	*414,079*	-	-	*70,367*
Cyber and Technology Security	-	-	*102,401*	-	-	*102,401*	-	-	*123,956*	-	-	*21,555*
Diplomatic Security	*3,384*	*32*	*1,366,482*	*3,384*	*32*	*1,366,482*	*3,376*	*32*	*1,363,129*	*(8)*	-	*(3,353)*
Domestic Operations	-	-	*86,511*	-	-	*86,511*	-	-	*166,504*	-	-	*79,993*
Executive Office	-	-	*81,216*	-	-	*81,216*	-	-	*79,418*	-	-	*(1,798)*
High Threat Programs Directorate	-	-	*10,592*	-	-	*10,592*	-	-	*11,100*	-	-	*508*
International Programs	-	-	*208,334*	-	-	*208,334*	-	-	*253,854*	-	-	*45,520*
Security Infrastructure	-	-	*93,573*	-	-	*93,573*	-	-	*57,119*	-	-	*(36,454)*
Threat Investigations & Analysis	-	-	*35,311*	-	-	*35,311*	-	-	*31,890*	-	-	*(3,421)*
Training	-	-	*153,602*	-	-	*153,602*	-	-	*143,372*	-	-	*(10,230)*
Overseas Posts	*328*	-	*800,991*	*328*	-	*800,991*	*99*	-	*747,661*	*(229)*	-	*(53,330)*
A Bureau Total	**21**	**-**	**85,479**	**21**	**-**	**85,479**	**21**	**-**	**64,072**	**-**	**-**	**(21,407)**
GSA & Other Rents Management	-	-	*35,805*	-	-	*35,805*	-	-	*40,009*	-	-	*4,204*
General Services Management	-	-	*250*	-	-	*250*	-	-	*250*	-	-	-
Office of Emergency Management	*21*	-	*23,321*	*21*	-	*23,321*	*21*	-	*23,813*	-	-	*492*
Office of Facilities Management Services	-	-	*21,603*	-	-	*21,603*	-	-	-	-	-	*(21,603)*
Policy and Program Management	-	-	*4,500*	-	-	*4,500*	-	-	-	-	-	*(4,500)*
CPR Total - Visits Division	**-**	**-**	**900**	**-**	**-**	**900**	**-**	**-**	**900**	**-**	**-**	**-**
CT Total - Military Coordination & Policy	**-**	**-**	**1,643**	**-**	**-**	**1,643**	**-**	**-**	**1,643**	**-**	**-**	**-**
FSI Total	**19**	**-**	**20,271**	**19**	**-**	**20,271**	**19**	**-**	**20,942**	**-**	**-**	**221**
Executive Office	-	-	*3,096*	-	-	*3,096*	-	-	*2,272*	-	-	*(824)*
School of Applied Information and Technology (SAIT)	-	-	*4,706*	-	-	*4,706*	-	-	*4,469*	-	-	*(237)*
School of Language Studies	*19*	-	*10,734*	*19*	-	*10,734*	*19*	-	*10,812*	-	-	*78*
School of Leadership and Management	-	-	*918*	-	-	*918*	-	-	*1,219*	-	-	*301*

WORLDWIDE SECURITY PROTECTION

Worldwide Security Protection (WSP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
School of Professional and Area Studies	-	-	*1,257*	-	-	*1,257*	-	-	*2,160*	-	-	*903*
The Transition Center	-	-	*10*	-	-	*10*	-	-	*10*	-	-	-
FSNSLTF Total - Workers Comp	**-**	**-**	**2,359**	**-**	**-**	**2,359**	**-**	**-**	**2,359**	**-**	**-**	**-**
GTM Total	**1**	**-**	**385**	**1**	**-**	**385**	**1**	**-**	**405**	**-**	**-**	**20**
Performance Evaluation	*1*	-	-	*1*	-	-	*1*	-	-	-	-	-
Post Assignment Travel	-	-	*385*	-	-	*385*	-	-	*405*	-	-	*20*
INR Total	**4**	**-**	**10,855**	**4**	**-**	**10,855**	**19**	**-**	**46,282**	**15**	**-**	**35,427**
Technology and Innovation Office (INR/TIO)	*4*	-	*10,400*	*4*	-	*10,400*	*19*	-	*42,977*	*15*	-	*32,577*
Intelligence Policy and Information Sharing Center (INR/PSC)	-	-	*114*	-	-	*114*	-	-	*828*	-	-	*714*
Office of Consular and Management Liaison (INR/CML)	-	-	*227*	-	-	*227*	-	-	*1,649*	-	-	*1,422*
Office of Intelligence Operations (INR/OPS)	-	-	*114*	-	-	*114*	-	-	*828*	-	-	*714*
IRM Total	**13**	**-**	**308,681**	**13**	**-**	**308,681**	**13**	**-**	**298,258**	**-**	**-**	**(10,423)**
Director Information Assurance	*13*	-	*74,255*	*13*	-	*74,255*	*13*	-	*90,443*	-	-	*16,188*
Director Infrastructure	-	-	*234,426*	-	-	*234,426*	-	-	*207,815*	-	-	*(26,611)*
ISN Total - WMD/Terrorism	**1**	**-**	**1,364**	**1**	**-**	**1,364**	**1**	**-**	**1,364**	**-**	**-**	**-**
MED Total	**65**	**-**	**56,924**	**65**	**-**	**56,924**	**65**	**-**	**57,399**	**-**	**-**	**475**
Directorate for Clinical Services	*3*	-	*3,650*	*3*	-	*3,476*	*3*	-	*3,482*	-	-	*(168)*
Office of Health and Safety	*3*	-	*552*	*3*	-	*434*	*3*	-	*500*	-	-	*(52)*
Office of The Executive Director	*3*	-	*552*	*3*	-	*434*	*3*	-	*500*	-	-	*(52)*
Directorate of Medical Informatics - EHR	-	-	-	*4*	-	*579*	*4*	-	*666*	*4*	-	*666*
Directorate of Operational Medicine	*16*	-	*21,001*	*11*	-	*22,351*	*11*	-	*22,178*	*(5)*	-	*1,177*
Office of Protective Medicine	*19*	-	*7,474*	*21*	-	*9,776*	*21*	-	*10,101*	*2*	-	*2,627*
Office of Strategic Medical Preparedness	*21*	-	*23,695*	*20*	-	*19,874*	*20*	-	*19,972*	*(1)*	-	*(3,723)*
OFM Total - Office of the Deputy Assistant Secretary	**-**	**-**	**118**	**-**	**-**	**118**	**-**	**-**	**118**	**-**	**-**	**-**

WORLDWIDE SECURITY PROTECTION

Worldwide Security Protection (WSP)	FY 2023 Actual			FY 2024 Estimate			FY 2025 Request			FY 2025 Request vs. FY 2023 Actual		
	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds	Am	FSN	Funds
PAT Total – Post Assignment Travel	**-**	**-**	**41,553**	**-**	**-**	**41,553**	**-**	**-**	**42,888**	**-**	**-**	**1,335**
Total	**3,836**	**32**	**3,813,707**	**3,836**	**32**	**3,813,707**	**3,614**	**32**	**3,928,712**	**(222)**	**-**	**115,005**

Funds by Object Class

($ in thousands)

Worldwide Security Protection (WSP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	468,080	468,080	536,235	68,155
1200 Personnel Benefits	341,332	341,332	308,556	(32,776)
1300 Benefits Former Personnel	7,527	7,527	357	(7,170)
2100 Travel & Trans of Persons	78,378	78,378	51,659	(26,719)
2200 Transportation of Things	38,948	38,948	38,525	(423)
2300 Rents, Comm & Utilities	164,030	164,030	129,115	(34,915)
2400 Printing & Reproduction	1,376	1,376	1,234	(142)
2500 Other Services	2,356,627	2,356,627	2,496,995	140,368
2600 Supplies and Materials	216,600	216,600	237,743	21,143
3100 Personal Property	136,941	136,941	126,573	(10,368)
3200 Real Property	490	490	561	71
4100 Grants, Subsidies & Contributions	3,242	3,242	1,003	(2,239)
4200 Insurance Claims & Indemnities	136	136	156	20
Total	**3,813,707**	**3,813,707**	**3,928,712**	**115,005**

WORLDWIDE SECURITY PROTECTION

Worldwide Security Protection by Bureau

($ in thousands)

Bureau / Office	FY 2023 Actual		FY 2024 Estimate		Built-In Changes and Current Service Adjustments		Program Changes		FY 2025 Request	
	Pos	Funds	Pos	Funds	Pos	Funds	Pos	Funds	Pos	Funds
WSP Total, Department of State Appropriation	**3,836**	**3,813,707**	**3,836**	**3,813,707**	**-**	**63,782**	**(222)**	**51,223**	**3,614**	**3,928,712**
Total Diplomatic Security	**3,712**	**3,282,725**	**3,712**	**3,282,725**	**-**	**84,854**	**(237)**	**24,503**	**3,475**	**3,392,082**
Bureau of Diplomatic Security	*3,613*	*2,535,317*	*3,613*	*2,535,317*	*-*	*84,601*	*(237)*	*24,503*	*3,376*	*2,644,421*
DS WSP Iraq	*99*	*747,408*	*99*	*747,408*	*-*	*253*	*-*	*-*	*99*	*747,661*
Total Other WSP	**124**	**530,982**	**124**	**530,982**	**-**	**(21,072)**	**15**	**26,720**	**139**	**536,630**
Bureau of Administration	*21*	*85,479*	*21*	*85,479*	*-*	*(25,607)*	*-*	*4,200*	*21*	*64,072*
Chief of Protocol	*-*	*900*	*-*	*900*	*-*	*-*	*-*	*-*	*-*	*900*
Counterterrorism Bureau	*-*	*1,643*	*-*	*1,643*	*-*	*-*	*-*	*-*	*-*	*1,643*
Foreign Service Institute	*19*	*20,721*	*19*	*20,721*	*-*	*221*	*-*	*-*	*19*	*20,942*
FSN Separation Liability Trust Fund	*-*	*2,359*	*-*	*2,359*	*-*	*-*	*-*	*-*	*-*	*2,359*
Global Talent Management	*1*	*385*	*1*	*385*	*-*	*20*	*-*	*-*	*1*	*405*
Intelligence and Research	*4*	*10,855*	*4*	*10,855*	*-*	*22*	*15*	*35,405*	*19*	*46,282*
Bureau of Information Resource Management	*13*	*308,681*	*13*	*308,681*	*-*	*3,797*	*-*	*(14,220)*	*13*	*298,258*
International Security and Nonproliferation	*1*	*1,364*	*1*	*1,364*	*-*	*-*	*-*	*-*	*1*	*1,364*
Office of the Medical Director	*65*	*56,924*	*65*	*56,924*	*-*	*475*	*-*	*-*	*65*	*57,399*
Office of Foreign Mission	*-*	*118*	*-*	*118*	*-*	*-*	*-*	*-*	*-*	*118*
Post Assignment Travel	*-*	*41,553*	*-*	*41,553*	*-*	*-*	*-*	*1,335*	*-*	*42,888*

Proposed Appropriations Language

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

For necessary expenses for carrying out the Foreign Service Buildings Act of 1926 (22 U.S.C. 292 et seq.), preserving, maintaining, repairing, and planning for real property that are owned or leased by the Department of State, and renovating, in addition to funds otherwise available, the Harry S Truman Building, $945,210,000, to remain available until expended, of which not to exceed $25,000 may be used for overseas representation expenses as authorized: Provided, That none of the funds appropriated in this paragraph shall be available for acquisition of furniture, furnishings, or generators for other departments and agencies of the United States
Government.

In addition, for the costs of worldwide security upgrades, acquisition, and construction as authorized, $961,863,000, to remain available until expended.

(CANCELLATION)

Of the unobligated balances available under the heading "Embassy Security, Construction, and Maintenance" from prior Acts making appropriations for the Department of State, foreign operations, and related programs, $175,000,000 are hereby permanently cancelled: Provided, That no amounts may be cancelled from amounts that were designated by the Congress as an emergency requirement pursuant to a concurrent resolution on the budget or the Balanced Budget and Emergency Deficit Control Act of 1985.

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

Resource Summary

($ in thousands)

Embassy Security, Construction, and Maintenance (ESCM)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Ongoing Operations	902,615	902,615	945,210	42,595
Worldwide Security Upgrades	1,055,206	1,055,206	961,863	(93,343)
Sub-Total	**1,957,821**	**1,957,821**	**1,907,073**	**(50,748)**
Rescission / Cancellation	(42,000)	(42,000)	(175,000)	(133,000)
ESCM Grand Total	**1,915,821**	**1,915,821**	**1,732,073**	**(183,748)**
Positions	1,022	1,022	1,033	11

[1] In addition to FY 2023 Actual, $161.6 million was transferred in from Department of Defense Overseas Humanitarian Disaster, and Civic Aid (OHDACA) funds to support Enduring Welcome (EW).

WHO WE ARE & WHY IT MATTERS

The Bureau of Overseas Buildings Operations (OBO) is funded through the Embassy Security, Construction, and Maintenance (ESCM) appropriation. OBO is responsible for providing U.S. diplomatic and consular missions overseas with secure, safe, functional, and resilient facilities that represent the U.S. government to host nations, as well as support Department staff in their efforts to achieve U.S. foreign policy objectives.

OBO is the single real property manager for non-military U.S. government real property abroad. With the ongoing commitment of Congress, the Office of Management and Budget (OMB), other Department bureaus, and interagency partners, the Bureau sets worldwide priorities and allocates resources for the acquisition, design, construction, operation, maintenance, leasing, and disposal of diplomatic properties. Facilities provided by OBO also serve as soft diplomacy platforms that showcase American values through architecture, engineering, interior design, and art; these facilities are often the first experience host country citizens and members of the international diplomatic community have with the United States overseas.

The work supported by this request is vital, as over 91,000 U.S. government employees from more than thirty agencies at over 289 locations depend on the infrastructure OBO provides and maintains. Keeping the United States safe means investing in diplomacy and its infrastructure.

To counter political and economic coercion and advance U.S. global leadership, the country needs to continue to build its diplomatic capacity around the world. OBO remains dedicated to its mission of providing the Foreign Service corps and their families with safe and secure facilities and housing. To better serve the global U.S. diplomatic community while maintaining its focus on responsible fiscal stewardship, OBO developed four bureau-wide modernization priorities: (1) providing field-centered customer service; (2) undertaking continued business process improvement; (3) calculating total cost of asset ownership; and (4) executing proactive risk analysis and management.

Following the September 2012 attacks on several U.S. embassies and the subsequent recommendations of the Accountability Review Board (ARB), the Department has undertaken a worldwide review of its overall security posture. The aim of this review was the identification and implementation of additional measures that could be

undertaken to bolster the security of all facilities and personnel where necessary. The Department's Security Review Committee (SRC), which replaced the ARB in 2023, continues to review serious security incidents at or related to U.S. diplomatic missions abroad, providing to the Secretary a full account of what occurred, and any findings or recommendations to strengthen the Department's security posture.

The FY 2025 Request maintains funding for the construction of new secure facilities at levels consistent with the recommendations of the ARB and SRC. The Request was formulated in accordance with the Department's FY 2023 Real Property Capital Investment Plan.

BUREAU STRATEGIC GOALS

1. Enhance the security, safety, functionality, and resilience of facilities and residences through the design and construction program.
2. Improve the resilience and maximize the lifespan of our facilities through adaptive and sustainable asset management programs.
3. Strengthen and equip a diverse, inclusive, resilient, and dynamic workforce to meet 21st century physical infrastructure challenges.
4. Position the workforce to manage challenges through process refinement and risk mitigation strategies that inform decision-making.

To view more of the bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $1.7 billion, a decrease of $183.7 million below FY 2023 Actual, including the following changes:

- $93.3 million decrease in the Worldwide Security Upgrades (WSU) allocation, which includes the Department's share of the Capital Security and Maintenance Cost Sharing Programs;
- +$84.6 million increase for the Operations allocation, including the base transfer from the Diplomatic Programs appropriation to consolidate non-residential utilities funding;
- $42 million decrease to the Repair and Construction allocation; and
- $175 million cancellation/rescission of prior year balances, is $133 million greater than the FY 2023 cancellation/rescission.

ESCM's multi-year availability allows OBO to complete critical overseas projects without interruption. This is essential, given that design and construction planning, including ongoing site security and project supervision activities often span fiscal years. Multi-year funding flexibility also allows the Department to periodically realign project cost savings toward emerging priorities.

OBO continues to address the Department's deferred maintenance and repair backlog through the Sustainment, Restoration, and Modernization framework. The program's current funding levels are addressing the deferred maintenance and repair backlog identified through annual inspection surveys and post-initiated requests, as well as the continued replacement and renovation of older facilities. In addition to prioritizing the distribution of funds in FY 2025 and future budget requests, the expanded framework directs the work of the Overseas Regional Support Center (ORSC) staff.

Worldwide Security Upgrades: $961.9 million

The FY 2025 Request of $961.9 million represents a $93.3 million decrease from FY 2023 Actual. The Worldwide Security Upgrades (WSU) request includes:

Capital Security Cost Sharing and Maintenance Cost Sharing Programs: $871.9 million

The Request includes $871.9 million for the Capital Security Cost Sharing (CSCS) and Maintenance Cost Sharing (MCS) Programs. When combined with $1.2 billion contributed by other agencies and $194 million from the Bureau of Consular Affairs, the programs will provide $2.2 billion for the planning, design, construction, and maintenance of facilities. The FY 2025 Request includes a $68.3 million decrease in the ESCM share, with a commensurate increase in contributions from consular revenues and other agencies leading to a $15.6 million increase to the total CSCS-MCS program. This total CSCS-MCS program level advances the Indo-Pacific Strategy with multiple new or renovated facilities, as well as supporting the Administration's commitment to increased engagement in the Eastern Caribbean.

The overall CSCS-MCS funding supports energy savings initiatives and the Climate Security and Resilience program, with the additional impact of helping to offset lost purchasing power due to construction inflation. The Department is including the Climate Security and Resilience program within the MCS as the program supports the resilience and energy efficiency across the Department's international footprint, including through enhanced energy and air monitoring; flood, tsunami, and earthquake risk assessments; and other tools that help facilitate the long-term security of the Department's capital investments.

In accordance with a 2018 recommendation from the Government Accountability Office, the Bureau estimates the effects of cost inflation on planned embassy construction capacity. The indices used to inform the average cost inflation include the: Turner Building Cost Index; Rider Levett Bucknall Cost Index; Rider Levett Bucknall Cost Index; ENR Building Cost Index; RS Means 30 City Average; and Consumer Price Index. The average inflation rate between FY 2015 and FY 2023 is 4.49%. Applying the average inflation rate between FY 2015 and FY 2025, on the new construction program projects $91.5 million lost in purchasing power in 2015, yielding an anticipated $1.1 billion lost in purchasing power by FY 2025.

Fiscal Year	CSCS/MCS Program Funding	4.49% Annual Inflation Factor	Cumulative Lost Purchasing Power from Inflation	CSCS/MCS Purchasing Power (FY 2015 Baseline)
2015	2,117,400	95,071	-95,071	2,022,329
2016	2,598,000	116,650	-233,300	2,364,700
2017	2,602,498	116,852	-350,556	2,251,942
2018	2,511,862	112,783	-451,130	2,060,732
2019	2,421,659	108,732	-543,662	1,877,997
2020	2,487,032	111,668	-670,006	1,817,026
2021	2,434,374	109,303	-765,124	1,669,250
2022	2,204,217	98,969	-791,755	1,412,462
2023	2,204,217	98,969	-890,724	1,313,493
2024 Estimate	2,342,522	105,179	-1,051,792	1,290,730
2025 Request	2,219,699	99,664	-1,096,309	1,123,390

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

Capital Security Cost Sharing (CSCS) and Maintenance Cost Sharing (MCS) Programs ($ in thousands)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
ESCM Appropriations	940,206	940,206	871,863	(68,343)
Consular Fees	162,285	191,265	194,156	31,835
Other Agency Reimbursements	1,101,726	1,211,051	1,153,680	52,153
Total	2,204,217	2,342,522	2,219,699	15,645

Project List

($ in thousands)

Project	FY 2025 Allocations
Almaty, Kazakhstan NCC	622,270
Dili, Timor-Leste NEC	444,798
Ulaanbaatar, Mongolia NEC	391,573
Potential Eastern Caribbean New Post Openings	20,000
Site Acquisition, Project Development, and Design	170,562
Subtotal, Capital Security Cost Sharing	**1,649,203**
Cartagena, Colombia Selected Improvement Project	15,000
Kampala, Uganda Rehab and New Office Annex	188,896
South Tarawa, Kiribati Renovation	15,000
Nuku'alofa, Tonga Renovation	15,000
Port Vila, Vanuatu Renovation	15,000
Project Development and Design	10,000
Energy Savings and Climate Security Projects	39,300
Energy Savings and Climate Security and Resilience Program Administration	32,300
Routine Maintenance	240,000
Subtotal, Maintenance Cost Sharing	**570,496**
Total, Capital Security and Maintenance Cost Sharing	**2,219,699**

In FY 2025, the CSCS program will provide funding for planned construction projects in Almaty, Kazakhstan; Dili, Timor-Leste; Ulaanbaatar, Mongolia; and potential Eastern Caribbean New Post Openings. The program will also fund the site acquisition, project development and design for future projects.

The Request will protect the investment made in new facilities, provide worldwide maintenance and repairs, and extend the useful life of existing facilities that will not be replaced in the near future, including Cartagena, Colombia; Kampala, Uganda; South Tarawa, Kiribati; Nuku'alofa, Tonga; and Port Vila, Vanuatu.

In addition, the Request contains funding for execution and administration of energy savings initiatives and Climate Security and Resilience projects that reduce energy consumption, improve energy efficiency, and produce renewable energy. The FY 2025 Request dedicates $240 million to addressing the most urgent routine maintenance requirements.

Compound Security Program: $90 million

The Compound Security Upgrade Program funds physical security upgrades at overseas diplomatic facilities, including: comprehensive security upgrade projects; major and minor forced entry/ballistic resistant (FE/BR) door and window repair and replacement projects; anti-ram vehicle barrier installations; and chemical/biological mail screening facility projects. The program also funds security upgrades at overseas schools used by United States diplomatic personnel and their dependents.

The FY 2025 Request is a $25 million decrease from FY 2023 Actual. Funding will provide support for 80 minor physical security projects; five compound emergency sanctuaries and safe areas; 20 perimeter security upgrades at U.S. government-owned residences; 10 lifecycle forced entry/ballistic repair and placement projects; 16 vehicle barrier replacements; four mail screening facilities; FE/BR regional security technician support, materials, and cracked glazing replacements; and up to $7 million for the Overseas Schools Security Grant Program.

Repair and Construction: $155.4 million

The FY 2025 Request is $155.4 million, a $42 million decrease from FY 2023 Actual. The Repair and Construction allocation is an essential element of the Department's effort to protect the U.S. government's multi-billion-dollar investment in new construction while avoiding growing maintenance costs, as well as supporting actions to address critical repair requirements at existing legacy facilities. The components of the FY 2025 Request are broken out below.

Minor Construction and Improvement Program: $90 million

The Minor Construction and Improvement (MCI) Program funds repairs and upgrades at all Department facilities. A core component of the OBO maintenance program, MCI contributes to the reduction of the Department's maintenance backlog.

As problems at overseas facilities around the world are identified, they are compiled, evaluated, and prioritized within the Buildings Management Integrated Systems (BMIS) database. The prioritized listing of global issues is then used as the basis for allocating limited repair resources in a manner that ensures the most essential, impactful facility problems are addressed first; these projects fall outside of the scope of the MCS Program.

The FY 2025 Request is a $10 million decrease from FY 2023 Actual. The Consular Border and Security Program (CBSP) will offset this decrease by funding additional minor consular construction and improvement projects. MCI funding will provide for approximately 15 percent of the improvements currently identified as necessary at the Department's overseas facilities.

Representational Facilities Program: $34.7 million

The Department's representational facilities serve both a functional and residential role. The facilities: provide representational space in support of public and private diplomatic events; represent the values of the United States; and are furnished and modified, when possible, to be culturally sensitive to the host country. Due to extensive requirements for representational facilities, these leased or purchased properties must meet U.S.

government standards for fire- and life-safety, physical security, setback, and the Architectural Barriers Act[29]. In combination, these requirements can result in extensive fit-out or replacement costs.

The FY 2025 Request is $34.7 million, consistent with FY 2023 Actual. This level includes funding to support the renovation of representational facilities in locations such as: Islamabad, Pakistan; Bogota, Colombia; Port of Spain, Trinidad and Tobago; Rangoon, Burma; and Rome, Italy. The Request will also support development for future projects.

Safe Housing Projects: $25.7 million

OBO is focused on delivering safe, secure housing for staff in cities where the local markets do not have suitable residences, regardless of cost. Housing compounds are very effective in addressing this issue. They can meet all U.S. government safety, health, fire, and security standards; provide stable communities with amenities on a long-term basis; and directly contribute to the quality of life in the difficult places to serve. OBO prioritizes available resources to establish targets for the provision of new housing and the renovation of existing housing.

The FY 2025 Request maintains the same funding level as FY 2023 Actual. The Request includes $23.7 million for two projects in Athens, Greece, and Tashkent, Uzbekistan to replace seismically deficient housing, as well as $2 million for the development of future projects.

Accessible Housing Program: $5 million

The goal of the Accessible Housing Program is to allow employees with disabilities to almost immediately occupy suitable housing on arrival, rather than wait for posts to lease new units or renovate existing ones. The program focuses on U.S. government-owned, adaptable, accessible residences at posts with a housing pool.

The FY 2025 Request maintains the level of FY 2023 Actual, and it will support the acquisition of approximately five accessible housing units. Providing a pool of adaptable and accessible residences supports the Department's effort to create an environment that reflects the full diversity of the diplomatic community and reflects its commitment to inclusive workforce policies.

Ongoing Operations: $789.8 million

The FY 2025 Request contains an increase of $84.6 million from FY 2023 Actual. This value includes a base transfer of $48.1 million from the Diplomatic Programs account to partially fund non-residential utility costs.

Funding for Operations provides support for OBO's major organizational components: Planning and Real Estate (PRE); Program Development, Coordination and Support (PDCS); Construction and Security Management (CSM); Operations (OPS); and Resource Management (Directorate of the Comptroller and Executive Directorate). Operations funding is also used to address domestic renovations.

The components of the FY 2025 Request are broken out below.

[29] Architectural Barriers Act: https://www.govinfo.gov/content/pkg/COMPS-10651/pdf/COMPS-10651.pdf

Planning and Real Estate (PRE): $281.5 million

The FY 2025 Request is a $7.3 million increase above FY 2023 Actual. This increase provides additional funding for residential leases to house new foreign service overseas positions provided to the Department in FY 2022, as well as additional residential leases for the Department's Civil Service Overseas Development Program, student internships, and other bureau-specific staffing increases.

The increase also includes funding for leasehold costs associated with the opening of three new posts in the Pacific Islands. In addition, new funds will be dedicated to improving housing standards for single-parent families overseas, which is a priority identified by the Department's Chief Diversity and Inclusion Officer.

The PRE Directorate supports the Department's real property management activities, including the administration of the Leasehold account. This funding will be directed toward the acquisition of functional and residential properties for foreign affairs agencies through lease, lease-purchase, and build-to-lease agreements under the Leasehold Program.

OBO has implemented several financial containment strategies to ensure costs remain affordable, including: a lease-benchmarking program that establishes reasonable lease rates based on market surveys; a lease waiver program that requires leases comply with cost and size standards; and post-specific funding targets that mandate field personnel manage requirements within limited resources.

PRE manages all of OBO's long-range planning activities. Proper planning is a critical element in completing projects on time and within budget while still providing the right platform to successfully support Department operations in the field. The Bureau's planning component provides services such as master planning, the evaluation of public/private partnership business cases, and the performance of real property appraisals.

The FY 2025 Request also provides for the support required by OBO as the Department's single real property manager. OBO manages an overseas real property portfolio with an estimated replacement value for owned properties of $79.1 billion, along with $764.6 million in lease payments per year. The Bureau's portfolio is constantly evolving due to the acquisition of new sites for future capital construction, negotiation of leases, and disposition of facilities replaced by newly constructed New Embassy Compounds (NECs).

Salaries: $264.2 million

The FY 2025 Request of $264.2 million, a $13.8 million increase from FY 2023 Actual. This amount includes: the 2024 and 2025 American Pay raises for 1,022 existing authorized positions; the annualization of the 2023 and 2024 American Pay raises; and salaries for +11 new Civil Service (CS) positions to support energy savings initiatives and the Climate Security and Resilience program.

Resource Management: $83 million

The FY 2025 Request is a $2.9 million increase above FY 2023 Actual. The increase will cover OBO's share of the Facility Management Working Capital Fund cost center and the Bureau of Information Resource Management (IRM) Working Capital Fund (WCF) service adjustment.

An effective infrastructure for decision-making and resource allocation is essential in maintaining a well-run and efficient organization. The FY 2025 Request will provide funding for: information technology (IT); general services, including domestic rent paid to General Services Administration; and financial, human resources, and front office support to OBO through the Executive Directorate and Directorate of the Comptroller.

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

The Request will support critical systems and the personnel essential to managing the worldwide building, maintenance, leasing, acquisition, and disposal programs for the Department of State. This will include funding for the deployment of a secure cloud-based construction project collaboration tool to streamline collaboration between OBO, posts, and industry construction partners. The tool will aggregate all project data on one platform. This will be complemented by a new secure Integrated Workplace Management System to improve process efficiency.

In addition, the Request will fund support state-of-the-art monitoring, remote access, and vulnerability scanning systems and networks to address existing vulnerabilities in these environments.

Operations (OPS): $76.9 million

The FY 2025 Request is a $56.9 million increase above FY 2023 Actual. This increase will address a realignment of the Office of Facilities Management to the Operations Directorate, as well as the need to help offset overseas inflation.

The Operations Directorate serves as OBO's primary point of contact for overseas posts, providing critical day-to-day support, including the accreditation of fire protection systems, curatorial care of cultural assets, and management of artwork within Department facilities. In addition, the Office of Facility Management: oversees the maintenance and repair funding for Department of State functional and representational facilities; provides funding for the facility managers worldwide who manage the daily operation of the Department's facilities, including overseeing all maintenance and repair activities; and provides a specialized pool of expertise to diagnose and address difficult facility problems that can occur in challenging overseas environments.

Utilities: $50.9 million

In FY 2025, the Department is centralizing the management of non-residential utility funding and transferring responsibility for these costs from the regional bureaus to OBO. Consolidating the management and oversight of this spending will align design, investment, and maintenance incentives to achieve statutory and executive requirements. Through this change, OBO intends to:

- maximize efficiency, targeting 100 percent clean energy usage by 2030 and net-zero emissions by 2050;
- address long-standing challenges for improving the tracking of utilities, monitoring performance, and instituting management controls;
- provide greater transparency to International Cooperative Administrative Support Services (ICASS) customers; and
- enable the Department to comply with statutory requirements to report energy and water costs and consumption.

OBO's Energy Program will monitor global trends and make data-informed decisions to improve portfolio performance, contain costs, and improve operational resilience. The Request includes a net-neutral realignment of $48.1 million between Diplomatic Programs and ESCM to fund the estimated non-residential utilities costs in FY 2025. This is complemented by a $2.8 million increase for utility costs related to newly constructed non-residential properties that will come online during the fiscal year. These properties are located in: Mexico City, Mexico; Podgorica, Montenegro; Lilongwe, Malawi; Jerusalem, Israel; and Beirut, Lebanon.

Domestic Renovations: $26.7 million

The Domestic Construction and Renovations Program funds projects at Department facilities nationwide. The FY 2025 Request is $26.7 million, an $8.7 million increase above FY 2023 Actual.

The FY 2025 Request will fund a space optimization project that aligns with the Department's Real Property Capital Plan to move toward decommissioning several expiring leases in the National Capital Region. The Request will also support the relocation of staff from the Harry S. Truman Building in Washington, D.C. in order to enable the modernization of the second half of the Department's flagship headquarters.

These goals will be achieved while working towards both reducing the Department footprint and addressing climate and sustainability goals. In execution, the program will incorporate hybrid workplace methods, such as telework and hoteling, to achieve better utilization of space closer to the GSA standard of 150 square feet per person. In addition, the Request supports Department efforts to meet its domestic stewardship responsibilities across the domestic portfolio in an effective and efficient manner.

Project	FY 2025 Allocations
State Annex (SA)-01, SA-05, SA-09: Optimization of space use and relocations from HST to begin HST Phase 2A Modernization	23,000
SA-15: Optimization of space use and relocations from Annexes with expiring leases and from HST to begin HST Phase 2A Modernization	3,675
Domestic Renovations	**26,675**

Construction and Security Management (CSM): $4 million

The FY 2025 Request contains a net-neutral decrease of $55.9 million below FY 2023 Actual due to an internal realignment of the Office of Facility Management to the Operations Directorate.

Construction and Security Management provides on-site supervision to oversee the work of the general contractors building and renovating Department facilities. The directorate also ensures security measures are in place to safeguard projects from potential terrorist acts and hostile intelligence efforts.

Program Development, Coordination, and Support (PDCS): $2.4 million

The FY 2025 Request maintains the same level of programmatic funding as FY 2023 Actual. PDCS monitors projects from inception to completion, including the request for proposal process and various engineering reviews. Project managers from this directorate lead the Washington-based team in support of field operations. The directorate ensures the final products meet the contract specifications, and projects are completed on-time and within budget.

Cancellation/Rescission: $175 million

A cancellation/rescission of $175 million is proposed for prior-year State-specific OBO funds associated with CSCS-MCS unobligated balances from cancelled and/or completed construction projects. This would expand the $42 million rescission/cancellation from FY 2023 by an additional $133 million. Based on current balances, an FY 2025 cancellation/rescission may need to be drawn from CSCS-MCS unobligated balances.

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

Detailed Resource Summary

Embassy Security, Construction, and Maintenance (ESCM)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	582	85	355	71	1,093	1,915,821	-	1,915,821
FY 2024 Estimate	582	85	355	71	1,093	1,915,821	-	1,915,821
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	5,424	-	5,424
2025 American Pay Raise	-	-	-	-	-	3,892	-	3,892
Annualization of 2023 American Pay Raise	-	-	-	-	-	1,533	-	1,533
Annualization of 2024 American Pay Raise	-	-	-	-	-	1,808	-	1,808
Total Built-in Changes	-	-	-	-	-	12,657	-	12,657
FY 2025 Current Services	582	85	355	71	1,093	1,928,478	-	1,928,478
FY 2025 Program Changes								
Compound Security Program	-	-	-	-	-	(25,000)	-	(25,000)
Operations Inflationary Increase	-	-	-	-	-	1,000	-	1,000
Leasehold Account	-	-	-	-	-	7,300	-	7,300
Non-recur Construction Budget of American Center in Laos	-	-	-	-	-	(32,000)	-	(32,000)
IT WCF Adjustment	-	-	-	-	-	1,732	-	1,732
Real Property WCF Adjustment	-	-	-	-	-	1,136	-	1,136
Realign MCI funding to CBSP for consular facilities	-	-	-	-	-	(10,000)	-	(10,000)
Representational Facilities Minor Adjustment	-	-	-	-	-	28	-	28
CSCS-MCS	-	-	-	-	-	(68,343)	-	(68,343)
Utilities Base Transfer	-	-	-	-	-	48,134	-	48,134
Utilities Program (Increase for New Facilities)	-	-	-	-	-	2,800	-	2,800
Ongoing Operations	11	-	-	-	11	1,133	-	1,133
Domestic Renovations	-	-	-	-	-	8,675	-	8,675
Proposed Cancellation / Rescission	-	-	-	-	-	(133,000)	-	(133,000)
Total Program Changes	-	-	-	-	-	(196,405)	-	(196,405)
FY 2025 Request	593	85	355	71	1,104	1,732,073	-	1,732,073

EMBASSY SECURITY, CONSTRUCTION, AND MAINTENANCE

Funds by Object Class

($ in thousands)

Embassy Security, Construction, and Maintenance (ESCM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	185,300	185,300	195,504	10,204
1200 Personnel Benefits	65,105	65,105	68,691	3,586
2100 Travel & Trans of Persons	7,761	7,761	9,310	1,549
2200 Transportation of Things	14,684	14,684	14,917	233
2300 Rents, Comm & Utilities	392,309	392,309	374,218	(18,091)
2400 Printing & Reproduction	507	507	685	178
2500 Other Services	794,111	794,111	730,938	(63,173)
2600 Supplies and Materials	79,376	79,376	62,173	(17,203)
3100 Personal Property	35,742	35,742	32,904	(2,838)
3200 Real Property	295,925	295,925	210,146	(85,779)
4100 Grants, Subsidies & Contributions	45,001	45,001	32,587	(12,414)
Total	**1,915,821**	**1,915,821**	**1,732,073**	**(183,748)**

Summary of Budgetary Resources

($ in millions)

Embassy Security, Construction, and Maintenance (ESCM)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budgetary resources:			
Unobligated balance:			
Unobligated balance brought forward, Oct 1	7,440	7,386	7,466
Unobligated balance transferred to Enduring Welcome	-	-	(104)
Unobligated balance transferred from the Department of Defense	162	-	-
Recoveries of prior year unpaid obligations	364	314	314
Recoveries of prior year paid obligations	43	-	-
Unobligated balance (total)	**8,009**	**7,700**	**7,676**
Budget authority:			
Appropriations, discretionary:			
Appropriation	1,958	1,958	1,907
Rescission of Unobligated Balances	(42)	(42)	(174)
Appropriation, discretionary (total)	**1,916**	**1,916**	**1,732**
Spending auth from offsetting collections, disc (total)	**1,545**	**1,770**	**1,667**
Total budgetary resources available	**11,470**	**11,386**	**11,075**

OTHER ADMINISTRATION OF FOREIGN AFFAIRS

Office of Inspector General
Educational and Cultural Exchange Programs
Representation Expenses
Protection of Foreign Missions and Officials
Emergencies in the Diplomatic and Consular Service
Buying Power Maintenance Account
Repatriation Loans Program Account
Payment to the American Institute in Taiwan
Enduring Welcome

Proposed Appropriation Language

OFFICE OF INSPECTOR GENERAL

For necessary expenses of the Office of Inspector General, $134,638,000, to remain available until September 30, 2026, of which $26,800,000 is for the Special Inspector General for Afghanistan Reconstruction (SIGAR) for reconstruction oversight: Provided, That funds appropriated under this heading are made available notwithstanding section 209(a)(1) of the Foreign Service Act of 1980 (22 U.S.C. 3929(a)(1)), as it relates to post inspections.

OFFICE OF INSPECTOR GENERAL

Resource Summary

($ in thousands)

Office of Inspector General (OIG)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Office of Inspector General	133,700	133,700	134,638	938
State OIG	98,500	98,500	107,838	9,338
Special Inspector General for Afghanistan Reconstruction (SIGAR)	35,200	35,200	26,800	(8,400)
Additional Funding (non-add) [1, 2]	*5,500*	-	-	*(5,500)*
Positions	340	340	362	22

[1] *FY 2023 Additional Funding includes $5.5 million from the Additional Ukraine Supplemental Appropriations Act, 2023 (Div. M, P.L 117-328).*
[2] *In addition to the FY 2024 Estimate, $5 million in funding was requested in the Administration's pending National Security Supplemental.*

WHO WE ARE & WHY IT MATTERS

Department of State Office of the Inspector General (OIG)

The Office of Inspector General (OIG) is responsible for the oversight of more than $84 billion in State Department and U.S. Agency for Global Media (USAGM) programs and operations. The OIG is also responsible for oversight of the U.S. International Boundary and Water Commission, United States and Mexico (USIBWC), a federal agency operating under the foreign policy guidance of the Department. Together, these three entities have more than 80,000 employees and more than 270 embassies, consulates, and other posts in over 180 countries, as well as domestic offices.

OIG focuses its oversight activities on fulfilling statutory mandates, identifying vulnerabilities, and recommending positive, meaningful actions the Department and USAGM can take to mitigate risks. OIG is committed to identifying and addressing Department's and USAGM's top management challenges, including the protection of people and facilities, management of contracts and grants, and information security.

In addition, the State OIG, in conjunction with the Department of Defense (DOD) and U.S. Agency for International Development (USAID) OIGs, provides statutorily mandated oversight of three ongoing Overseas Contingency Operations (OCOs):

- Operation Atlantic Resolve (OAR), which addresses the U.S. response to Russia's full-scale invasion of Ukraine;
- Operation Inherent Resolve (OIR), which focuses on efforts to degrade and defeat the Islamic State in Iraq and Syria; and
- Operation Enduring Sentinel (OES), which centers on initiatives to contain terrorist threats emanating from Afghanistan and protect the homeland by maintaining pressure on those threats.

From October 2018 through September 2023, OIG published more than 508 reports, which included audits of annual financial statements and procurement activities; inspections of Department and USAGM operations and

facilities; and management assistance reports addressing vulnerabilities requiring agency leadership's prompt action. During the same period, OIG identified more than $2 billion in questioned costs, taxpayer funds that could be put to better use, and monetary results from investigations. OIG's audits, evaluations, inspections, and investigations have realized significantly greater returns than the level of taxpayer funds invested in the office. These returns have led to potential and realized monetary benefits of approximately $5 for every $1 dollar received in base appropriations over the past five years.

Although these numbers reflect substantial savings to the American public, financial results alone do not fully measure the impact of OIG's response to the major management challenges affecting foreign affairs programs and operations. The results achieved beyond financial considerations by improving the safety of U.S. personnel and property is illustrative of the importance of OIG's work.

Safeguarding people, facilities, and information is an oversight area where success cannot always be easily quantified or made evident to the public; nevertheless, it is critically important and can have life-or-death implications. As recent events in Afghanistan, Ukraine, Sudan, and Niger, and relentless cyber intrusions illustrate, volatility and security risks remain widespread. OIG maintains a persistent focus on the Department's information security standing, annually driving improvements to strengthen performance and reduce vulnerabilities across related programs and domains.

In addition, OIG has completed over 20 products related to oversight of Department-led programs and operations in Afghanistan since the U.S. military withdrawal in August 2021. OIG staff operating in this field have several ongoing or planned projects, including a large body of work that sheds light on important issues related to the Afghan Special Immigrant Visa (SIV) program. These and other related OIG efforts strengthen the integrity of the programs, operations, and resources that serve as the foundation of the Department's ability to help preserve national security and advance U.S. foreign policy interests.

OIG maintains a deep base of experienced personnel and agile work planning process that enable it to meet emerging strategic oversight priorities wherever these arise. Since Russia's full-scale invasion of Ukraine in February 2022, OIG has played a crucial role in performing necessary oversight of the Department's and USAGM's Ukraine-related activities. Monitoring, evaluation, and reporting on the Ukraine response continues to be State OIG's leading oversight priority.

OIG is building a rich body of work to address its broad and comprehensive mandate in the Ukraine. OIG is focused on providing oversight for key risks and challenges in the response effort, including the need to set clear strategies; provide needed coordination; establish effective operations, monitoring and evaluating programs, and operations; and counter corruption and fraud. In support of these efforts, OIG established an office at U.S. Embassy Kyiv, Ukraine in 2023. In these and other ways, OIG's current work and future oversight plans will continue to inform the U.S. government's responses when addressing the situation in Ukraine.

Special Inspector General for Afghanistan Reconstruction (SIGAR)

Since 2009, SIGAR has provided effective oversight of reconstruction activities in Afghanistan. SIGAR's Audits and Inspections Directorate has issued 468 audit reports, alert letters, and inspection reports, and made 1,318 recommendations to recover funds, improve agency oversight, and increase program effectiveness. The results have saved the U.S. taxpayers approximately $2.4 billion. In addition, the SIGAR's Investigations Directorate has obtained 169 criminal convictions, 141 contractor suspensions, and 585 contractor debarments, with criminal fines, restitutions, forfeitures, and civil settlements, resulting in cost savings and recoveries totaling approximately $1.67 billion.

OFFICE OF INSPECTOR GENERAL

SIGAR's enabling legislation (P.L. 110-181), mandates SIGAR to conduct audits and investigations of reconstruction programs and projects in Afghanistan until 180 days after the date on which amounts appropriated or otherwise made available for the reconstruction of Afghanistan that are unexpended falls to less than $250 million. SIGAR will continue aggressive oversight to ensure that U.S. taxpayer dollars are not subject to waste, fraud, and abuse.

With the Taliban takeover in August 2021, SIGAR staff were evacuated along with all other U.S. government personnel. However, SIGAR' audits, investigations, and other oversight work have continued. While it is not feasible for SIGAR personnel to work in Afghanistan at this time, SIGAR is continuing a cooperative agreement with a respected Afghan nongovernmental organization to conduct remote monitoring and assessments, as needed. SIGAR has found this to be a reliable and effective augmentation of its normal audit, inspection, and investigative work, and believes it can continue despite the Taliban takeover.

BUREAU STRATEGIC GOALS

1. Conduct oversight and enforcement that drives positive change within the programs and operations of the agencies we oversee.
2. Enhance external communications and engagement to maximize impact.
3. Strengthen OIG by attracting, supporting, developing, and retaining a diverse, engaged, highly skilled workforce.
4. Strengthen the impact of OIG's oversight and enforcement mission through effective and efficient internal operations.

To learn more about OIG's strategy, please visit https://www.stateoig.gov/.

Note: Consistent with the practice of other OIGs, State OIG develops its strategic plan independent of the Department of State. The goals above are the projected goals for OIG's new strategic plan for FY 2025 to FY 2029, which will be published in FY 2024.

JUSTIFICATION OF REQUEST

Department of State Office of the Inspector General (OIG)

The FY 2025 OIG Request is $107.8 million, an increase of $9.3 million above FY 2023 Actual. Of this value, $16.2 million may remain available until September 30, 2026.

The Request includes $2.9 million for the 2025 American Pay raise, the 2024 American Pay raise, the annualization of the 2023 pay raise, and adjustments to the Real Property Working Capital fund (WCF).

The FY 2025 Request also contains (1) $2.9 million for +15 State OIG positions in support of audits, investigations and program and operational support; and (2) $1.6 million for seven (+7) State OIG positions for oversight of the Ukraine response.

In addition, the Request supports: targeted increases for OIG's audit programs, including two (+2) new positions; $706,000 to establish a regional field office in Bangkok, Thailand; $310,000 for vulnerability scanning and penetration testing programs; and $91,000 for increased travel costs.

The FY 2025 Request also includes targeted increases for investigations, including six (+6) new civil service positions and $734,000 for Federal Information Security Modernization Act compliance activities. This Request also includes increases for program and operational support, including: (1) the implementation of government-wide cybersecurity and digital technology mandates; (2) human capital investments including seven (+7) positions; and (3) $75,000 for activities associated with diversity, equity, inclusion, and accessibility (DEIA).

The FY 2025 Request will provide continuing support for Ukraine response oversight, which is critical to OIG's ability to continue this important work given that existing Supplemental funds expire at the end of FY 2024. OIG's oversight of the Department's and USAGM's Ukraine response efforts addresses significant risks to these large-scale programs and operations while providing critical assurance to stakeholders on these strategically significant activities. The Request includes $205,000 for training $431,000 for the Council of the Inspectors General on Integrity and Efficiency (CIGIE), and funding to enable OIG to maintain its permanent presence at Embassy Kyiv.

FY 2025 funding will enable OIG to continue to support effective audit, evaluation, inspection, and investigation programs that have an extensive track record of: returning substantial value to U.S. taxpayers; improving the safety of U.S. personnel and facilities worldwide; and strengthening the integrity of the Department's programs, operations, and resources.

The Request for carryover authority of up to $16.2 million will allow critical OIG oversight activities to continue during a lapse of appropriations, including audits, inspections, and evaluations; in the absence of such authority, such oversight activities would likely have to be suspended during a lapse.

Special Inspector General for Afghanistan Reconstruction (SIGAR)

The FY 2025 Request is $26.8 million, a decrease of $8.4 million from FY 2023 Actual. While recognizing the importance of SIGAR's oversight work, the Request reflects a projected reduction in SIGAR's audit, inspection, and oversight work in FY 2025, as well as ongoing staff attrition. SIGAR continues to provide oversight and lessons learned on reconstruction activities in Afghanistan. SIGAR will maintain its efforts to identify and preserve lessons that can help the United States protect taxpayer funds, learn from past failures, and determine best practices to benefit future endeavors.

Special Inspector General for Afghanistan Reconstruction (SIGAR) will continue its statutory mission to conduct independent and objective audits, evaluations, investigations, and analysis of "programs and operations funded with amounts appropriated or otherwise made available" for the reconstruction of Afghanistan. SIGAR remains committed to conducting audits, evaluations, investigations, and other oversight work, including contracts, cooperative agreements, and grants, as well as activities funded by U.S. contributions to international organizations and trust funds. SIGAR also remains committed to detecting and deterring the diversion of U.S. funding to the Taliban. SIGAR will continue working on a major criminal investigative initiative focused on the flight of capital from Afghanistan to detect the theft of U.S. reconstruction funds.

OFFICE OF INSPECTOR GENERAL

Funds by Object Class

($ in thousands)

Office of Inspector General (OIG)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	47,657	47,657	52,096	4,439
1200 Personnel Benefits	17,565	17,565	19,230	1,665
2100 Travel & Trans of Persons	1,424	1,424	2,860	1,436
2300 Rents, Comm & Utilities	2,176	2,176	2,406	230
2400 Printing & Reproduction	205	205	62	(143)
2500 Other Services	27,397	27,397	29,046	1,649
2600 Supplies and Materials	415	415	430	15
3100 Personal Property	1,653	1,653	1,696	43
4100 Grants, Subsidies & Contributions	8	8	12	4
Total	**98,500**	**98,500**	**107,838**	**9,338**

Funds by Object Class

($ in thousands)

Special Inspector General for Afghanistan Reconstruction (SIGAR)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	19,987	19,987	13,988	(5,999)
1200 Personnel Benefits	4,997	4,997	3,488	(1,509)
2100 Travel & Trans of Persons	242	242	249	7
2300 Rents, Comm & Utilities	1,356	1,356	1,020	(336)
2400 Printing & Reproduction	50	50	51	1
2500 Other Services	8,457	8,457	7,889	(568)
2600 Supplies and Materials	87	87	90	3
3100 Personal Property	24	24	25	1
4100 Grants, Subsidies & Contributions	-	-	-	-
Total	**35,200**	**35,200**	**26,800**	**(8,400)**

OFFICE OF INSPECTOR GENERAL

Summary of Budgetary Resources

($ in millions)

Office of Inspector General (OIG)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budgetary Resources			
Unobligated Balance			
Unobligated Balance brought forward – OIG, Oct. 1	16	14	6
Unobligated Balance Total	16	14	6
Budget Authority:			
Appropriations, discretionary:			
Appropriation – Office of Inspector General (Base)	104	98	108
Appropriation – SIGAR	35	35	27
Appropriation, discretionary Total	139	133	135
Total Budgetary Resources available	**155**	**147**	**141**

Proposed Appropriation Language

EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS

For necessary expenses of educational and cultural exchange programs, as authorized, $777,500,000, to remain available until expended: Provided, That fees or other payments received from, or in connection with, English teaching, educational advising and counseling programs, and exchange visitor programs as authorized may be credited to this account, to remain available until expended: Provided further, That funds made available under this heading may be used to carry out the activities of the Cultural Antiquities Task Force, of which not to exceed $1,200,000 may be used to make grants for such purposes.

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EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS

Resource Summary

($ in thousands)

Educational and Cultural Exchange Programs (ECEP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Educational and Cultural Exchange Programs	777,500	777,500	777,500	-
Positions	595	595	596	1

WHO WE ARE & WHY IT MATTERS

The Bureau of Educational and Cultural Affairs (ECA) furthers U.S. foreign policy objectives through its educational, cultural, and professional exchange programs and public engagement activities. The programs advance democratic principles, promote mutual understanding, and increase the professional skills of emerging and established leaders to address key priorities, such as disinformation and climate change. Through its work, ECA contributes to ensuring a forward-leaning, resilient, and diverse Department.

More than one million people have participated in ECA-funded programs since activities began more than 80 years ago, including approximately 230,000 U.S. citizens. ECA exchange alumni have considerable impact and reach in civil society, business, education, culture, sports, health, and government, as reflected by the fact that program alumni include more than 600 current or former heads of state and government and 88 Nobel Prize winners. This record of leadership and range of expertise make alumni critical partners in U.S. efforts to achieve foreign policy goals.

ECA Builds Global Resistance to Disinformation

ECA exchanges and programs foster resilience in individuals and communities, including through the promotion of media literacy and critical thinking skills. The Bureau's educational and public engagement activities help posts work with local and multilateral counterparts with the aim of countering government-sponsored disinformation, media manipulation, and malign influence. The results of these efforts are striking -- 87 percent of participants in relevant FY 2023 ECA programs with a disinformation component reported an increased ability to counter disinformation.

Objective analysis of reporting requires the open exchange of viewpoints and the free flow of information. Starting with that premise, English language education can be used to enable vulnerable audiences to access multiple credible sources of information that would otherwise be unavailable to them. To provide populations subject to disinformation campaigns this access, ECA executes English Language Fellow, Virtual Educator, and English Language Specialist programs. These programs send more than 500 American professionals around the world to improve curriculum and increase teacher skills. Complementing these programs, English Access Scholarships (Access) classes empower over 15,000 young participants and train more than 1,000 teachers each year. In addition, ECA experts build program participants' digital literacy, digital skills, and resistance to disinformation though TechCamps held in the network of nearly 600 American Spaces throughout the world.

EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS

ECA Programs Advance Solutions to Global Challenges

ECA increases the professional skills of emerging and established U.S. and foreign leaders to address a widening range of global challenges, including climate change and health. In order to derive the greatest impacts from its programs, ECA activities draw participants with a wide range of experience and viewpoints. Program variables include regional participation, age of attendees, technical fields of focus, issues of shared global interest, and similar considerations. According to evaluations, 98 percent of Americans who participated in an ECA program in 2023 reported an increase in soft skills, while 93 percent reported an increase in technical skills.

The Fulbright Arctic Initiative and the Fulbright Amazonia Program each bring together multi-disciplinary groups of regionally appropriate scholars to investigate climate change, energy, security, infrastructure, health and wellness, and economic stability. These scholars then work with communities and stakeholders to produce actionable policy recommendations. Since 2013, ECA's Young South-East Asian Leaders Initiative (YSEALI) academic and professional exchange programs have convened 3,322 young leaders from Southeast Asia in the United States. Beginning in FY 2024, ECA will double the yearly number of YSEALI participants to 900 participants each year, significantly adding to the network of leaders ready to work with the United States on regional and global challenges.

ECA Programs Reflect the Diversity of the United States

ECA has long prioritized diversity, equity, inclusion, and accessibility (DEIA) in its programs, including through its partnerships with Historically Black Colleges and Universities (HBCU), Hispanic Serving Institutions (HSI), Tribal Colleges and Universities, and Mobility International USA. The Bureau prioritizes the recruitment of underserved and underrepresented participants from both the United States and abroad for its Fulbright and other exchange programs.

In 2022, ECA coordinated the renewal of the Department's Memorandum of Understanding with the Hispanic Association of Colleges and Universities (HACU). The only national association representing existing and emerging HSIs, the Association represents 500 colleges and universities in the United States, Latin America, and Spain, as well as domestic school districts throughout the country. The Bureau's work with HACU focuses on international education, workforce development, and DEIA efforts. In FY 2023, ECA also increased the number of BridgeUSA HBCU sponsors by nearly 30 percent. ECA's Fulbright program engages faculty and administrators from more than 350 Minority Serving Institutions who promote Fulbright opportunities at the local level for study, teaching, or conducting research abroad.

The Department is also making concerted efforts to ensure that its programs are open to the full socioeconomic spectrum of the United States' population. The Benjamin A. Gilman International Scholarship Program supports U.S. undergraduate students with financial need to study or intern overseas. Overall, 60 percent of Gilman scholars come from small towns or rural communities. In 2023, ECA held the first-ever "Youth Outreach Day," bringing over 90 students from local public schools and minority-serving institutions to the Department to learn about exchange opportunities and careers in foreign affairs. In addition, recruitment for U.S. performing artists for participation in American Music Abroad includes targeted outreach to underrepresented populations, resulting in the inclusion of artists of color in more than half of all ensembles.

ECA is Building a More Resilient and Effective Bureau

ECA continually strives to build upon its strengths, profit from lessons learned, and evolve to incorporate new ideas. This cycle of improvement is applied to all aspects of the Bureau's work, including its efforts to promote diversity and inclusion in its employee base; integrate private sector resources and expertise as appropriate into its ongoing and planned activities; maximize the benefits derived from its extensive program execution experience; and maintain and advance data security.

The Bureau recognizes that effective public diplomacy programming can only be executed with a firm foundation, strong oversight, and diligent attention to security requirements. ECA believes this programming starts with people, including both those who participate in programs and the networks they create, as well as the staff members that develop, manage, and monitor the Bureau's exchanges, networks, and public engagement activities.

In program execution, ECA has improved its monitoring and evaluation process, particularly through its Monitoring Data for ECA (MODE) Framework. The MODE Framework is comprised of standard measures designed to track program performance, leading to more impactful, cost-effective programs. ECA is also investing in data science, with ECA's Vision 21 data management system providing real-time analytics and snapshots of ECA programs in action. In addition, ECA expanded its use of virtual monitoring to help ensure the health, safety, and wellness of exchange visitors in such programs such as BridgeUSA.

The utilization of investigative services, maintenance of secure digital platforms, and introduction of emerging technology require a thorough analysis of U.S. and foreign entities' relational services and solutions. Given the interconnected nature of the Department's work and the need to address ongoing advances in information technology, these cannot be undertaken in a vacuum. ECA's efforts emphasize integration with U.S. government information systems hosting federal data and an increased emphasis on managing proper access control and processes to further ensure adequate security in alignment with E.O. 14028[30]. ECA's investments in cyber defense services for information security assurance ensure continued investigative services and advancements in the protection of sensitive information.

BUREAU STRATEGIC GOALS

1. Further U.S. foreign policy objectives, including the advancement of democratic principles and promotion of mutual understanding, through people-to-people exchanges and public diplomacy engagement efforts.
2. Increase the professional skills of emerging and established U.S. and foreign leaders to address global challenges such as countering disinformation and mitigating climate change.
3. Build a forward-leaning ECA which is more resilient, effective, and diverse.

To view more of the Bureau strategy, please visit https://www.state.gov/functional-bureau-strategies/.

JUSTIFICATION OF REQUEST

The Department's FY 2025 Request is $777.5 million, maintaining the same level as FY 2023 Actual.

[30] E.O. 14028: Improving the Nation's Cybersecurity. https://www.whitehouse.gov/briefing-room/presidential-actions/2021/05/12/executive-order-on-improving-the-nations-cybersecurity/

EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS

Academic Programs: $378.8 million

The FY 2025 Request is $378.8 million, a net decrease of $10.8 million (2.8 percent) below FY 2023 Enacted. The Request includes $282.2 million for the Fulbright Program, $62 million for Global Academic Exchanges, $18.6 million for Special Academic Exchanges, and $16 million for American Spaces.

Education is critical to strong and stable civil societies that embody core values like respect for human rights, democratic governance, and the rule of law. ECA leverages the dynamism and diversity of the U.S. higher education sector, including through Minority Serving Institutions and community colleges. By doing so, the Bureau promotes equity and inclusion; exposes people in other countries to the breadth of American culture and society; provides Americans essential opportunities to foster international skills and relationships that benefit their local communities; and increases job opportunities for participants.

Educational cooperation and joint research enable students, teachers, scientists, businesses, governments, and others to work together with peers to address global challenges. Given that challenges like climate change, food security, the resurgence of authoritarianism, and pandemics can threaten U.S. citizens' health, prosperity, peace, and security, is in in the interest of all stakeholders to cooperate on finding solutions.

Fulbright Program: $282.2 million

The Fulbright Program is ECA's universally recognized and highly valued partnership exchange. Fulbright and other ECA exchanges reach all sectors of society and are vital to the Department's diplomatic engagement worldwide, including with longstanding allies, countries in transition, emerging economies, and competitor nations. Through outreach, recruitment, and enhanced support to participants while they are on the program, ECA will ensure that Fulbright opportunities are open to diverse individuals, institutions, and communities in the United States, and that participants are successful as they represent the United States to the world.

The network of longstanding relationships with governments and civil society fostered by the Fulbright Program is important to the success of the Department's diplomatic agenda and contributes to more robust bilateral relationships in critical countries and world regions. ECA will strengthen its leadership in the Fulbright Program and leverage the sustained levels of financial support from allied governments by increasing its support to innovate, reach new audiences, seize new opportunities, and match partner government initiatives.

The Fulbright Program enables students, scholars, teachers, artists, and professionals the opportunity to study, teach and conduct research, exchange ideas, and help find solutions to complex challenges in public health, the environment, peace, and security.

Global Academic Exchanges: $62 million

The major programs under Global Academic Exchanges are the English Language Programs, Educational Advising and Student Services, and the American Overseas Research Centers.

American English language programs: promote American democratic values and diversity overseas; combat state-sponsored disinformation; and develop overseas audiences' media literacy, critical thinking, and linguistic skills, so that participants are made less susceptible to malign influences while gaining improving access to educational and employment opportunities. Working with foreign governments at the national level, ECA English language programs contribute to strengthening English language learning for more than 10 million people around the world each year in communities important to U.S. diplomatic and economic interests.

International education is one of the United States' top service exports, supporting more than 400,000 U.S. jobs. The EducationUSA network of more than 500 advising centers provides U.S. higher education with a cost-

effective means to recruit in underserved and emerging markets on behalf of all U.S. colleges and universities. This work advances the Administration's foreign policies, promotes democratic values, and enables every U.S. state to make connections that benefit American communities and local economies.

Special Academic Exchanges: $18.6 million

The Request includes funding for several programs specifically authorized by Congress to meet targeted priority needs in an effective, impactful manner.

The Gilman Program extends the opportunity to study abroad to first generation, rural, and minority populations. The program will provide up to 3,000 economically disadvantaged American undergraduate Pell grantees from all 50 states with globally competitive career skills.

The South Pacific and Timor Leste exchange programs for undergraduate and graduate students are cornerstones of U.S. outreach to students in these island nations. The programs provide the United States with another avenue through which to compete for access and influence with the next generation of leaders in the Indo Pacific region.

Similarly, the exchange program for Tibetan students is an integral part of the U.S. effort to reach underserved populations and empower them to support their communities. In addition, the work done through the longstanding partnership with Mobility (Disability) Clearinghouse is instrumental to the Department's success in increasing participation, inclusion, and advancing human rights in ECA exchange programs worldwide.

American Spaces: $16 million

American Spaces is the U.S. government's primary public platforms to connect foreign audiences to the United States. American Spaces provide open access to accurate information reflecting American values, such as the promotion of democracy, expansion of civic engagement, advancement of the rule of law, and protection of human rights. American Spaces receive tens of millions of visitors around the world each year; these visitors participate in a variety of innovative in-person and virtual programs, including professional skills-building activities to help build local economies.

Professional and Cultural Exchanges: $224.8 million

The FY 2025 Request is $224.8 million, a decrease of $2.7 million (1.2 percent) below FY 2023 Actual.

Citizen Exchange Programs (CE): $115 million

The FY 2025 Request for CE programs is the same as the FY 2023 Actual. Citizen exchanges engage people across the globe to create inclusive networks, strengthen civil society, and build a more stable and prosperous world. CE programs facilitate opportunities for citizens to cultivate mutual understanding and advance U.S. foreign policy objectives by bringing artists, athletes, professionals, technical experts, and youth to the United States and sending their U.S. counterparts overseas.

International Visitor Leadership Program (IVLP): $103.4 million

The National Security Strategy (NSS) states that "*Our alliances and partnerships around the world are our most important strategic asset that we will deepen and modernize for the benefit of our national security.*" In order to support the achievement of this aim, ECA executes the International Visitor Leadership Program. Acting in coordination with a broad network of partners, the IVLP brings current and emerging leaders from around the world to the United States to foster relationships with their American counterparts. In doing so, the Department

promotes the international cooperation needed to tackle shared global challenges.

Special Professional and Cultural Exchanges: $6.4 million

The FY 2025 Request includes $6.4 million for Special Professional and Cultural Exchanges. The majority of this funding will be dedicated to the J. Christopher Stevens Virtual Exchange (JCSVEI), which will strengthen engagement between participants in the Middle East and North Africa (NEA) region and the United States through virtual exchange programs on themes that include civic engagement; empowering women and girls; language learning; and digital literacy skill development. Through virtual exchange, the JCSVEI reaches participants who may not otherwise have access to traditional exchange programs.

Other programs included in this Request include: (1) the Ngawang Choephel Fellows Program, an economic empowerment exchange program designed to connect Tibetan entrepreneurs to American counterparts; and (2) the Arctic Exchange Program, which promotes economic ties and prosperity by connecting entrepreneurs and business development leaders in the U.S. and Greenland.

Special Initiatives: $66.8 million

The FY 2025 Request is $66.8 million, an increase of $11.3 million (20 percent) above FY 2023 Actual. The Request includes $48.8 million for the Young Leaders Initiatives (YLIs), $12 million for Countering State Disinformation, and $6 million for the Community Engagement Exchange (CEE) Program.

Young Leaders Initiatives (YLIs): $48.8 million

The $11.3 million increase will support YSEALI activities to build the leadership capabilities of youth in the region; empower young leaders with the skills and resources needed to address pressing challenges critical to U.S. interests; strengthen ties between the United States and Southeast Asia; and encourage a network of alumni in ASEAN countries to work across borders to solve regional and global challenges.

The FY 2025 increase includes $6.2 million to double the number of participants in the YSEALI Academic and Professional Fellowship programs from 450 to 900 participants. It also funds a $5.1 million increase for the Young African Leaders Initiative (YALI), enabling the program to increase the size of the FY 2025 Mandela Washington Fellows cohort from 700 to 800; add four Leadership Institutes; strengthen recruitment; and increase the diversity and number of eligible applicants. The expansion of the applicant pool will be achieved by creating a Pre-Institute English Language component (both virtual and in-person) for 50 Fellows, making it possible for otherwise qualified applicants who lack the level of English fluency to participate. Both YLI program increases support the Administration's commitments to doubling of the YSEALI, and reflects the Administration's enduring commitment to Africa through the YALI program, which was highlighted during the U.S. Africa Leaders' Summit.

While contributing to regional peace and stability, the YLIs demonstrate U.S. leadership, foster economic connections tied to U.S. interests, and provide a forum to share experiences with emerging leaders from Africa, Southeast Asia, and Latin America.

Countering State Disinformation: $12 million

The FY 2025 Request includes $12 million, the same as the FY 2023 Actual,for programs aimed at countering state-sponsored disinformation campaigns.

ECA leverages existing program models to enhance cross-border, cross-generational, and cross-platform

human networks that are the most effective solutions for addressing foreign efforts to adversely affect public media. Bureau programs are aimed at developing critical thinking and media literacy skills, as well as helping to empower emerging and established leaders and influencers. Funding will be dedicated to programs in key eligible countries that are strategically vetted with the Bureau of European and Eurasian Affairs , the Bureau of South and Central Asian Affairs, and the Global Engagement Center.

Community Engagement Exchange (CEE) Program: $6 million

This FY 2025 Request includes $6 million to sustain CEE, ECA's core civil society exchange program that focuses on some of the world's most vulnerable countries. CEE expands the generational, geographic, and thematic reach of ECA's professional exchanges to support a new generation of community leaders at the grassroots level.

CEE is designed for the engagement of a younger cohort across 100 countries, focusing on individuals new to the civil society field with approximately two years of work or volunteer experience. Providing a strong counterpoint to the continued decline in global freedoms, the Exchange ensures that young civil society leaders have the networks, skills, and resources needed to support democracy around the world.

Program and Performance: $13.4 million

The FY 2025 Request is $13.4 million, a decrease of $2.4 million (15 percent) below FY 2023 Actual. ECA will apply FY 2025 funding for program monitoring, oversight, evaluation, analysis, and follow-up.

FY 2025 funding will be utilized to sustain efforts that:

- increase the U.S. Government's return on programmatic investments through continued alumni engagement and the growth of the U.S. and global alumni communities;
- ensure activities are innovative, technology-driven, and regularly evaluated for impact and sustainability;
- carry out U.S. laws and treaty obligations to protect and preserve cultural heritage worldwide;
- deliver rapid response programs that share U.S. expertise and models with foreign audiences via the U.S. Speaker Program; and
- develop partnerships with the public sector, private enterprise, and civil society to leverage creativity, innovation, and resources in the advancement of policy priorities.

The Monitoring, Evaluation, Learning and Innovation (MELI) Unit leads ECA's data management function, which drives evidence-based decision making and resource requests. In addition to tracking program performance through the Monitoring Data for ECA (MODE) Framework, MELI's evaluations produce findings and recommendations that ECA program offices act on to improve their programs. Data gathered from the MELI Unit has shown that foreign alumni of U.S. government-sponsored exchanges return to their home countries with increased knowledge of the United States and more favorable views of the American people, while American alumni return with marketable skills and international experiences that can be utilized in support of their communities.

The Office of Alumni Affairs grows and engages a network of more than 1.8 million alumni of U.S. government funded or sponsored exchange programs, including almost 500,000 U.S. citizens. Approximately one in five current world leaders are alumni of U.S. Government exchange programs, as are 15 percent of the foreign ambassadors currently posted to the United States.

Alumni Affairs manages national and international policy seminars (Alumni TIES), professional development seminars for U.S. citizens, small grant opportunities, and virtual programs. These initiatives are strategically significant as they reinforce positive relationships with the United States, counter Russian and Chinese influence, support regional cooperation, and increase opportunities for U.S.- host country partnerships.

Exchanges Support: $93.7 million

The FY 2025 Request is $93.7 million, an increase of $4.6 million (5.2 percent) above FY 2023 Actual. The increase includes funding for American Pay raises, Real Property Working Capital Fund (WCF) adjustments, and a new position to support YSEALI.

The Request includes funding to address new Real Property WCF cost center charges. Starting in FY 2024, bureaus will be responsible for paying facility management and renovation costs that the Department's Bureau of Administration currently covers. The estimated cost for ECA will cover routine building maintenance, groundskeeping, janitorial services, and utilities for owned/delegated buildings, as well as program costs of leasing and space management. This cost center enables the Department to accrue funds for lifecycle maintenance and repairs of buildings and mechanical systems, such as roof repairs, HVAC replacements and major plumbing and electrical upgrades.

The new civil service position will support the YSEALI Academic Fellowship program, which brings Southeast Asian undergraduate and recently graduated students between the ages of 18 and 25 to the United States for five-week programs held at U.S. college and university campuses. The program will be doubling the number of its exchange participants in FY 2024, and the new staff member will help coordinate program activities. The position will be responsible for: managing all the university program partners; ensuring fiscal responsibility; supporting the health, safety, and welfare of the participants; and ensuring U.S. foreign policy goals are reflected in the administration of the program.

Funds by Program Activity

($ in thousands)

Activities	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Academic Programs	**389,639**	**389,639**	**378,837**	**(10,802)**
Fulbright Program	**287,500**	**287,500**	**282,213**	**(5,287)**
McCain Fellowships and Institute [non-add]	[900]	[900]	[900]	
Madeleine Albright Fellowship [non-add]	[1,500]	[1,500]	[1,500]	
American Spaces Program	**16,000**	**16,000**	**16,000**	**-**
Global Academic Exchanges	**63,981**	**63,981**	**62,034**	**(1,947)**
Educational Advising and Student Services	13,781	13,781	12,708	(1,073)
English Language Programs	45,200	45,200	45,200	-
American Overseas Research Centers	5,000	5,000	4,126	(874)
Special Academic Exchanges	**22,158**	**22,158**	**18,590**	**(3,568)**

EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS

Activities	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
South Pacific Exchanges	1,000	1,000	1,000	-
Timor Leste Exchanges	400	400	372	(28)
Mobility (Disability) Exchange Clearinghouse	583	583	595	12
Benjamin A. Gilman International Scholarship Program	17,000	17,000	15,928	(1,072)
McCain Scholars [non-add]	[700]	[700]	[700]	-
Tibet Fund	675	675	695	20
Fulbright University - Vietnam	2,500	2,500	-	(2,500)
Professional and Cultural Exchanges	**227,500**	**227,500**	**224,763**	**(2,737)**
International Visitor Leadership Program	105,000	105,000	103,363	(1,637)
Citizen Exchange Program	115,000	115,000	115,000	-
TechCamp [non-add]	[2,000]	[2,000]	[2,000]	
Special Professional and Cultural Exchanges	7,500	7,500	6,400	**(1,100)**
Arctic Exchange Program	750	750	725	(25)
Ngwang Choephel Fellows (Tibet)	750	750	725	(25)
J. Christopher Stevens	6,000	6,000	4,950	(1,050)
Special Initiatives	**55,500**	**55,500**	**66,814**	**11,314**
Young Leaders Initiatives	37,500	37,500	48,814	11,314
Young Leaders in the Americas Initiative	6,600	6,600	6,600	-
Young African Leader's Initiative	20,600	20,600	25,714	5,114
Young South-East Asian Leaders Initiative	10,300	10,300	16,500	6,200
Countering State Disinformation and Pressure	12,000	12,000	12,000	-
Community Engagement Exchange Program	6,000	6,000	6,000	-
Pawel Adamowicz Exchange Program [non-add]	[1,000]	[1,000]	[1,000]	
Program and Performance	**15,800**	**15,800**	**13,426**	**(2,374)**
U.S. Speaker Program	4,000	4,000	3,899	(101)
Evaluation	4,746	4,746	3,306	(1,440)
Alumni	5,854	5,854	5,114	(740)
Cultural Antiquities Task Force	1,200	1,200	1,107	(93)
Academy for Women Entrepreneurs	-	-	-	-
Exchanges Support	**89,061**	**89,061**	**93,660**	**4,599**
Total	**777,500**	**777,500**	**777,500**	**-**

EDUCATIONAL AND CULTURAL EXCHANGE PROGRAMS

Funds by Object Class

($ in thousands)

Educational and Cultural Exchange Programs (ECEP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	60,473	60,473	62,587	2,114
1200 Personnel Benefits	21,489	21,489	22,395	906
2100 Travel & Trans of Persons	9,825	9,825	9,825	-
2300 Rents, Comm & Utilities	1,655	1,655	1,655	-
2400 Printing & Reproduction	165	165	165	-
2500 Other Services	72,532	72,532	74,624	2,092
2600 Supplies and Materials	1,397	1,397	1,397	-
3100 Personal Property	1,032	1,032	1,032	-
4100 Grants, Subsidies & Contributions	608,932	608,932	603,820	(5,112)
Total	**777,500**	**777,500**	**777,500**	**-**

Summary of Budgetary Resources

($ in millions)

Educational and Cultural Exchange Programs (ECEP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budgetary resources:			
Unobligated balance:			
Unobligated balance brought forward, Oct 1	82	117	95
Discretionary unobligated balance brought forward, Oct 1	81	-	
Unobligated balance transfer from DP	3	-	-
Unobligated balance transfer from USAID	11	-	-
Recoveries of prior year unpaid obligations	48	8	8
Unobligated balance (total)	**144**	**125**	**103**
Budget authority:			
Appropriations, discretionary:			
Appropriation	778	778	778
Appropriation, discretionary (total)	**778**	**778**	**778**
Spending authority from offsetting collections, discretionary:			
Collected	**17**	**8**	**8**
Budget authority (total)	**795**	**786**	**786**
Total budgetary resources available	**939**	**911**	**889**

Proposed Appropriations Language

REPRESENTATION EXPENSES

For representation expenses as authorized, $7,415,000.

REPRESENTATION EXPENSES

Resource Summary

($ in thousands)

Representation Expenses (REP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Representation Expenses	7,415	7,415	7,415	-

WHO WE ARE & WHY IT MATTERS

Funds from the Representation Expenses appropriation provide for expenses associated with establishing and maintaining the United States' diplomatic relationships in foreign countries. Cultivating relations with foreign officials and private sector representatives is instrumental to advancing the State Department's goals and objectives.

Covered activities include observing host country and international protocols and major events, such as the: inauguration of national leaders; recognition of deaths or marriages of prominent citizens; and, representation for the U.S. Government at cultural and traditional events overseas, such as national holidays.

JUSTIFICATION OF REQUEST

The FY 2025 Request of $7.4 million sustains Representation Expenses funding at previously enacted levels.

Resource Summary

Representation Expenses (REP)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	7,415	-	7,415
FY 2024 Estimate	-	-	-	-	-	7,415	-	7,415
FY 2025 Request	-	-	-	-	-	7,415	-	7,415

Funds by Object Class

($ in thousands)

Representation Expenses (REP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2500 Other Services	7,415	7,415	7,415	-
Total	**7,415**	**7,415**	**7,415**	**-**

REPRESENTATION EXPENSES

Summary of Budgetary Resources

($ in millions)

Representation Expenses	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Budget authority:				
Appropriations, discretionary:				
Appropriation	7	7	7	-
Appropriation, discretionary (total)	**7**	**7**	**7**	**-**
Spending authority from offsetting collections, discretionary:				
Collected	1	1	1	-
Spending auth from offsetting collections, disc (total)	**1**	**1**	**1**	**-**
Budget authority (total)	**8**	**8**	**8**	**-**
Total budgetary resources available	**8**	**8**	**8**	**-**

Proposed Appropriations Language

PROTECTION OF FOREIGN MISSIONS AND OFFICIALS

For necessary expenses, not otherwise provided, to enable the Secretary of State to provide for extraordinary protective services, as authorized, $30,890,000, to remain available until September 30, 2026.

PROTECTION OF FOREIGN MISSIONS AND OFFICIALS

Resource Summary

($ in thousands)

Protection of Foreign Missions and Officials (PFMO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Protection of Foreign Missions and Officials	30,890	30,890	30,890	-

WHO WE ARE & WHY IT MATTERS

The Bureau of Diplomatic Security administers two programs for the extraordinary protection of international organizations, foreign missions and officials, and foreign dignitaries (under certain circumstances) throughout the United States. These programs, which both fall under the Protection of Foreign Missions and Officials (PFMO) account, include the Extraordinary Protection of International Organizations, Foreign Missions and Officials in New York, and the Extraordinary Protection of International Organizations, Foreign Missions, and Officials elsewhere in the United States. This work is done under the authority of the Foreign Missions Act (22 U.S.C. 4314) and 18 U.S.C. 3056A(d), as delegated by Executive Order No. 12478 (1984).

PFMO is essential to the protection of foreign missions and their personnel within the United States, as stipulated in the Vienna Conventions on Diplomatic and Consular Relations.

PFMO was created to partially reimburse U.S. law enforcement agencies at the municipal, state, and federal levels, along with qualified security professionals, for extraordinary services provided for the protection of foreign missions and officials. Payment is made for extraordinary protective services set forth in the Foreign Missions Act (22 U.S.C. 4314). Prior to payment, the Department of State must validate and certify each expense as proper and accurate. As funding remains available, validated claims are paid promptly.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $30.9 million, equal to the FY 2023 Actual level. The Department continues to request authority, first provided in section 7034(j) of the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2014 (Div. K, P.L. 113-76), to transfer expired, unobligated balances from the Diplomatic Programs account to PFMO to pay down arrears.

Funds by Object Class

($ in thousands)

Protection of Foreign Missions and Officials (PFMO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2500 Other Services	30,890	30,890	30,890	-
Total	**30,890**	**30,890**	**30,890**	**-**

Proposed Appropriations Language

EMERGENCIES IN THE DIPLOMATIC AND CONSULAR SERVICE

For necessary expenses to enable the Secretary of State to meet unforeseen emergencies arising in the Diplomatic and Consular Service, as authorized, $8,885,000, to remain available until expended, of which not to exceed $1,000,000 may be transferred to, and merged with, funds appropriated by this Act under the heading "Repatriation Loans Program Account".

EMERGENCIES IN THE DIPLOMATIC AND CONSULAR SERVICE

Resource Summary

($ in thousands)

($ in thousands)	FY 2023 Actual	FY 2024 Estimate [1]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Emergencies in the Diplomatic and Consular Service [2]	7,885	8,885	8,885	1,000
Additional Funding: 2023 OHDACA Transfer [3]	20,000	-	-	(20,000)

[1] In addition to the FY 2024 Estimate, $50 million in EDCS funding was requested in the Administration's pending National Security Supplemental Request.
[2] FY 2023 Actual includes a $1 million transfer out to the Repatriation Loan Program Account.
[3] In addition to the FY 2023 appropriated total, $20 million was transferred to EDCS from the Department of Defense Overseas Humanitarian Disaster, and Civic Aid (OHDACA) account for Enduring Welcome (EW), as notified in CN 22-368.

WHO WE ARE & WHY IT MATTERS

Consistent with section 4 of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2671), the Emergencies in the Diplomatic and Consular Service (EDCS) appropriation is a no-year appropriation used to meet unforeseen emergency requirements in the conduct of foreign affairs, including evacuations of U.S. Government personnel and their families overseas, and, in certain circumstances, private U.S. citizens and third country nationals, as well as other authorized activities that further the realization of U.S. foreign policy objectives.

The EDCS appropriation provides the Department with the means to continue to respond to immediate and safe evacuation of U.S. government personnel, private citizens, and their families in times of strife, terrorism, natural disasters, or the threat of a pandemic or influenza outbreaks, as well as other activities vital to the successful execution of U.S. foreign policy goals.

There are enduring demands on the EDCS appropriation. A current example is Afghanistan, where the situation continues to place applicants in the Afghan Special Immigrant Visa (IV) pipeline, visa holders, and others at grave risk. The Department is also monitoring Russia's on-going invasion in Ukraine and the resulting uncertainty of the security environment. Other recent crises highlight the need for funding from which extraordinary expenditures were made by EDCS to further and protect U.S. interests abroad, including costs incurred related to civil unrest in Minsk, Belarus.

The EDCS appropriation also funds certain recurring activities by senior Administration officials, such as the U.S. hosting of international conferences and visiting dignitaries, Presidential delegations, peacekeeping missions, meetings with political advisors, and participation in other diplomatic forums. In addition, the appropriation funds: urgent medical and travel expenses related to natural disasters or terrorist incidents; official visits of foreign dignitaries; travel of Presidential delegations; domestic representation expenses; and other authorized activities that further the realization of foreign policy objectives.

The Department also utilizes EDCS funding to support the Rewards Program, which consists of four separate components: Rewards for Justice (RFJ); Narcotics Rewards; Transnational Organized Crime Rewards; and War Crimes Rewards. Consistent with section 36 of the State Department Basic Authorities Act of 1956 (22 U.S.C 2708), the program has been instrumental in bringing to justice international terrorists, notorious narcotics

traffickers, and war criminals. Funding for the payment of rewards and expenses of the Rewards Program will, as needed, be drawn from transfers of Diplomatic Programs (DP) expired unobligated balances pursuant to the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2008 (Div. J, P.L. 110-161).

JUSTIFICATION OF REQUEST

The Department's FY 2025 Request is $8.9 million, $1.0 million above FY 2023 Actual, and non-recurs the $1.0 million FY 2023 transfer to the Repatriation Loan Program (REPAT) account.

Unforeseen Emergencies and Other Activities: $8.9 million

The FY 2025 Request will apply an estimated $4 million toward addressing emergency evacuations. Demands on this account, although unpredictable, are heavily influenced by evacuations that may occur as a result of natural disasters, epidemics, terrorist acts, and civil unrest. In addressing these demands, the Department also has authorities permitting the transfer of funds to the EDCS account in certain specific circumstances.

Unfortunately, growing instability around the world has only increased the demand for emergency evacuation actions. For example, in Sudan the state of emergency has continued to exacerbate an already unstable political and military situation, with fighting resulting in direct threats to U.S. Government personnel and U.S. citizens. The Department utilized EDCS funding to help address the emergency evacuation requirements of the United States and its foreign counterparts.

The Request also projects $4.4 million to support representation activities related to the conduct of foreign affairs by senior Administration officials. These activities generally take place in connection with the United States hosting U.S. government-sponsored conferences and other international summits.

In FY 2023, the United States co-hosted the 2nd Summit for Democracy, as well as other events:

- Cities of the Americas;
- 18th Annual NATO Weapons of Mass Destruction (WMD) event;
- U.S. High Level Dialogue on Human Rights;
- 78th Session of the UN General Assembly (UNGA-78);
- Asian-Pacific Economic Cooperation 2023 Senior Officials Planning Meetings;
- 37th Overseas Security Advisory Council's (OSAC) Annual Briefing; and,
- International Reception at the International Association of Chiefs of Police (IACP) Conference.

Other activities funded by the EDCS appropriation include: travel of Presidential delegations; official visits to the White House of foreign dignitaries; official gifts presented to foreign dignitaries; Presidential, Vice Presidential, and Congressional travel overseas; representation requirements of the Secretary of State and Senior Department Officials; and, certain Passport and Visa Fraud Investigations.

The FY 2025 request also dedicates $500,000 to support activities related to other highly sensitive matters. The EDCS account provides funding in support of confidential or highly sensitive unusual activities in the conduct of foreign affairs, such as travel of foreign dissidents, ex gratia payments to foreign nationals, and urgent medical/travel costs incurred in natural disasters or terrorist incidents. In addition, the Department has an agreement with the Department of Defense to use funds from the EDCS account to support the deployment of forensics teams to investigate disasters, such as plane crashes, at the request of foreign governments.

Terrorism, Narcotics, War Crimes and Transnational Organized Crime Rewards Program

The FY 2025 Request includes no additional funding for the Rewards Program, since the Department relies on transferring prior year, expired, unobligated Diplomatic Programs balances to the EDCS account to fund rewards, as authorized in the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2008 (Div. J, P.L. 110-161).

As of 2023, there are approximately $1.7 billion in pending reward offers for the Department's rewards program: $1.2 billion for cases concerning Rewards for Justice (terrorism, North Korea, malicious cyber activity, and foreign election interference); $315.5 million for cases concerning narcotics traffickers; $124.7 million for cases concerning transnational organized crime; and, $50 million for cases concerning war crimes.

Funds by Object Class

($ in thousands)

Emergencies in the Diplomatic and Consular Service (EDCS)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2100 Travel & Trans of Persons	3,734	3,734	3,924	190
2500 Other Services	4,151	5,151	4,961	810
Total	**7,885**	**8,885**	**8,885**	**1,000**

Summary of Budgetary Resources

($ in millions)

Emergencies in the Diplomatic and Consular Service (EDCS)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Unobligated balance:			
Unobligated balance brought forward, Oct 1	373	293	207
Unobligated balance transfer to Enduring Welcome Account			(20)
Unobligated balance transfer from OHDACA	20	-	-
Recoveries of prior year unpaid obligations	3	2	2
Recoveries of prior year paid obligations	4	-	-
Unobligated balance (total)	**400**	**295**	**189**
Budget authority:			
Appropriations, discretionary:			
Appropriation	9	9	9
Appropriations transferred to Repatriation Loan Program	(1)	-	-

EMERGENCIES IN THE DIPLOMATIC AND CONSULAR SERVICE

Emergencies in the Diplomatic and Consular Service (EDCS)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Appropriation, discretionary (total)	8	9	9
Budget authority (total)	8	9	9
Total budgetary resources available	408	304	198

BUYING POWER MAINTENANCE ACCOUNT

Resource Summary

($ in thousands)

Buying Power Maintenance Account (BPMA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Buying Power Maintenance Account	-	-	-	-

WHO WE ARE & WHY IT MATTERS

The Buying Power Maintenance Account (BPMA) is authorized under section 24 of the State Department Basic Authorities Act of 1956 (22 U.S.C. 2696). The BPMA is intended to offset adverse fluctuations in foreign currency exchange rates, as well as overseas wage and price inflation.

Adverse exchange rate fluctuations and overseas inflation erode the Department's buying power, potentially causing operating issues. To address such circumstances, section 24 of the State Department Basic Authorities Act of 1956 authorizes the transfer of certain expired funds under the heading of "Administration of Foreign Affairs" into the BPMA account. Those funds may subsequently be transferred back to "Administration of Foreign Affairs" accounts in order to maintain planned levels of activity.

In practice, the Diplomatic Programs account is both the source and recipient of such transfers. Factors for transferring funds include: maintaining the ability to absorb exchange rate losses within the current year financial plan; offsetting gains in other parts of the world; and, weighing the balances available against projections of exchange rate fluctuations in the current budget year. Decisions to transfer exchange rate gains from other accounts under the heading "Administration of Foreign Affairs" into the BPMA are made on a similar basis.

BPMA resources are instrumental to stabilizing the buying power of embassies affected by significant depreciations in the dollar and overseas inflationary pressures.

JUSTIFICATION OF REQUEST

The FY 2025 Request does not include direct appropriated funding for the BPMA. As in previous years, the Department will continue to use BPMA balances and related transfer authority to manage exchange rate fluctuations, as well as overseas inflation adjustments and locally employed staff wage increases.

Consistent with section 24 of the State Department Basic Authorities Act of 1956, the balance of the BPMA never exceeded $100 million at any one time. The cumulative FY 2024 transfer to Diplomatic Programs (DP) is estimated to be $99.0 million. The table below shows DP Expired Unobligated balance transfers into BPMA for FY 2022 to FY 2024, as well as transfers to the current year DP account.

BUYING POWER MAINTENANCE ACCOUNT

Transfers Between Diplomatic Programs Balances and BPMA

($ in millions)

Fiscal Year[1]	DP Expired Unobligated Balances to BPMA	BPMA to DP Current Year
FY 2022	(114.0)	114.0
FY 2023	(176.4)	176.4
FY 2024	(99.0)	99.0

[1] *During fiscal year 2022 and fiscal year 2023 two distinct transfers took place, with BPMA not holding more than $100 million at any given point in time in either year.*

Proposed Appropriations Language

REPATRIATION LOANS PROGRAM ACCOUNT

For the cost of direct loans, $1,800,000, as authorized: Provided, That such costs, including the cost of modifying such loans, shall be as defined in section 502 of the Congressional Budget Act of 1974: Provided further, That such funds are available to subsidize gross obligations for the principal amount of direct loans not to exceed $5,823,626.

REPATRIATION LOANS PROGRAM ACCOUNT

Resource Summary

($ in thousands)

Repatriation Loans Program Account (REPAT)	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Repatriation Loans Program Account	1,300	1,300	1,800	500

[1] In addition to the FY 2023 appropriation of $1.3 million, $1 million was transferred from EDCS balances to increase loan authority. Total FY 2023 obligations from this account were $2.3 million.

WHO WE ARE & WHY IT MATTERS

The Repatriation Loans Program provides emergency loans for temporary transportation, subsistence, and other related expenses to assist destitute U.S. citizens abroad to return to the United States. Recipients may include U.S. citizens who are temporarily abroad and without funds because of unforeseen events, such as: theft, illness, or accident; suffering from serious physical or mental illness who need to return to the United States for medical care; residing abroad but in need of assistance to escape an abusive domestic situation; and, being caught in a disaster or emergency abroad who need to depart the crisis location.

When U.S. citizens overseas require financial assistance during personal emergencies to return to the United States, they may enlist the assistance of the U.S. embassy or consulate in the country in which they are stranded. Generally, consular officers first attempt to obtain funds for the person in need from family members and friends.

If family and friends are unwilling or unable to assist, the post is authorized in certain circumstances to purchase transportation for direct return to the United States and to provide funds for food, lodging, and other related expenses. Approval of a repatriation loan is not based on an applicant's creditworthiness. The recipient, or another adult U.S. citizen, is required to complete a written loan agreement which includes a repayment schedule. To encourage repayment, the adult loan recipient's passport is limited at the time the loan is issued to allow return only to the United States. The adult U.S. citizen loan recipient is not entitled to a fully valid passport and may only be eligible for a limited validity passport until the loan is repaid.

In FY 2023, the Department's Passport Services issued 20,461,893 passports books, 3,559,364 passport cards, and 27 products of unknown type for a total 24,021,284 passports. The steady rise in the number of passports for U.S. citizens, as a leading indicator for travel, suggests there will be an increase in demand for repatriation loans.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $1.8 million, a $500,000 decrease from FY 2023 Actual after accounting for the FY 2023 transfer of $1 million from EDCS. The requested funds will allow the Department of State to subsidize the Repatriation Loans Program in a manner consistent with the Credit Reform Act of 1990. Using a subsidy rate of 48.08 percent, the request enables a loan level of approximately $3.7 million, enabling up to 936 loans, assuming a maximum loan level of $4,000 per Departmental guidance.

Permissive transfer authority of up to $1 million from the Emergencies in the Diplomatic and Consular Service (EDCS) account would, if exercised, enable another $2.1 million in loan authority or a total of $5.8 million.

REPATRIATION LOANS PROGRAM ACCOUNT

Resources to fund administrative costs for repatriation loans are requested in the Consular and Border Security Programs account.

FY 2023 Loans Serviced by Region

Actual Number of Loans Serviced by Region	
Africa	362
Western Hemisphere	242
East Asia / Pacific	375
Europe and Eurasia	313
Middle East and North Africa	193
South Central Asia	52
Total	**1,537**

Funds by Object Class

($ in thousands)

Repatriation Loans Program Account (REPAT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
3300 Investments and Loans (Direct Appropriation)	1,300	1,300	1,800	500
3300 Investments and Loans (Transfers) [1]	1,000			
Total	**2,300**	**1,300**	**1,800**	**500**

[1] *In addition to the FY 2023 appropriation of $1.3 million, $1 million was transferred from EDCS balances to increase loan authority. Total 2023 obligations from this account were $2.3 million. EDCS resources and transfer authorities are requested through the EDCS program.*

Summary of Budgetary Resources

($ in millions)

Repatriation Loans Program Account (REPAT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budgetary resources:			
Unobligated balance:			
Unobligated balance brought forward, Oct 1	-	-	-
Unobligated balance (total)	**-**	**-**	**-**
Budget authority:			

REPATRIATION LOANS PROGRAM ACCOUNT

Repatriation Loans Program Account (REPAT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Appropriations, discretionary:			
Appropriation (special or trust)	2	2	2
Appropriation, discretionary (total)	**2**	**2**	**2**
Spending authority from offsetting collections, discretionary:			
Collected	**2**	**2**	**2**
Spending authority from offsetting collections, discretionary (total)	**2**	**2**	**2**

Proposed Appropriations Language

PAYMENT TO THE AMERICAN INSTITUTE IN TAIWAN

For necessary expenses to carry out the Taiwan Relations Act (Public Law 96–8), $38,218,000.

PAYMENT TO THE AMERICAN INSTITUTE IN TAIWAN

Resource Summary

($ in thousands)

Payment to the American Institute in Taiwan (AIT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Payment to the American Institute in Taiwan	34,083	34,083	38,218	4,135

WHO WE ARE & WHY IT MATTERS

The Taiwan Relations Act (TRA) was enacted in 1979 to provide for the promotion of "commercial, cultural and other relations" between the people of the United States and the people on Taiwan. Consistent with the TRA, the American Institute in Taiwan (AIT) fosters extensive friendly relations between the United States and Taiwan in the absence of diplomatic relations. The TRA specifies that "programs, transactions, and other relations conducted or carried out by the President or any agency of the United States Government with respect to Taiwan shall, in the manner and to the extent directed by the President, be conducted and carried out by or through the American Institute in Taiwan." Executive Order 13014 delegates substantial oversight of relations with Taiwan to the Secretary of State. Four decades after its creation, AIT retains a unique function, status, and structure under U.S. law, which are integral to managing the complex unofficial relationship between the United States and Taiwan.

As a nonprofit incorporated in Washington D.C., AIT advances U.S. economic, security, commercial, cultural, scientific, agricultural, and other interests in Taiwan. Actions undertaken in support of these efforts are executed under the direction of the Secretary of State and the Bureau of East Asian and Pacific Affairs (EAP).

In its unique role, AIT facilitates U.S. policy as memorialized in the TRA. The Institute works "to preserve and promote extensive, close, and friendly commercial, cultural, and other relations between the people of the United States and the people on Taiwan," and assist in making "available to Taiwan such defense articles and defense services in such quantity as may be necessary to enable Taiwan to maintain a sufficient self-defense capability."

AIT's Washington headquarters (AIT/W) acts as a liaison between various U.S. Government agencies; the Institute's offices on Taiwan; the Taipei Economic and Cultural Representative Office (TECRO) in Washington D.C.; and twelve Taipei Economic and Cultural Offices (TECOs) throughout the United States.

A key responsibility of AIT/W is the coordination and management of the implementation of all AIT-TECRO instruments. AIT/W also supports U.S.-Taiwan trade policy and the security relationship; conducts public diplomacy; provides budgetary and financial oversight for the organization; oversees the issuance of TECRO/TECO ID cards, tax free cards, and driver's licenses; facilitates transits within the United States by Taiwan's top leaders; and, liaises with TECRO on administrative, consular, and other matters.

Security, economic, and people-to-people ties with Taiwan are woven into the foundation of U.S. efforts in the Asia-Pacific region. AIT maintains a deep and growing relationship with Taiwan as one of the United States' most critical partners in Asia. Institute leadership and staff directly engage with the Taiwan authorities at all levels to promote U.S. interests. By doing so, AIT has been able to negotiate and sign agreements that span trade, defense, the environment, aviation, energy, security, scientific research, administrative support, and other technical cooperation. In addition, AIT continues to work to break down market access barriers to U.S. goods and services and facilitate the transfer of U.S. defense articles and defense services to Taiwan. Taiwan is the ninth

largest total trading partner of the United States, a top purchaser of U.S. weapons systems, and a key foreign military sales (FMS) partner.

AIT provides a full range of consular services, including both immigrant and nonimmigrant visas. Historically, Taiwan has been the seventh-largest source of international students in the United States, and the fourth-largest provider of international students per capita. Since Taiwan joined the Visa Waiver and Global Entry programs, the number of Taiwan travelers visiting the United States has increased by 70 percent. AIT projects that the COVID-driven downturn in international travelers and students from Taiwan will be largely resolved by FY 2024. In addition, AIT supports American citizens residing in or visiting Taiwan, including Americans developing critical Mandarin language skills.

As part of its outreach, AIT actively promotes the U.S.-Taiwan relationship through its social media platforms and public diplomacy efforts in Taiwan to positive effect. AIT estimates the United States' relationship with Taiwan has supported over 188,000 American jobs. Strategic outreach supporting U.S. foreign policy goals and generating positive publicity to enhance the United States' overall image has three main facets: (1) an active exchange roster, including over 17,000 Fulbright alumni; (2) robust public outreach efforts, including at Taiwan's six American Spaces locations; and, (3) AIT's active social media presence on Facebook and Instagram, with over 110,000 followers and average engagement rates of 15 percent that respond to its content and engage with the Institute's personnel.

JUSTIFICATION OF REQUEST

AIT receives dedicated funding through the Payment to the American Institute in Taiwan appropriation, which funds AIT's core activities. AIT also receives reimbursement from other agencies that have staff and activities in Taipei for direct and indirect costs incurred by the Institute in support of other Federal agencies' activities.

The FY 2025 Request includes an increase of $4.1 million to support five new U.S. direct hire positions, including the associated personnel benefits and other services. Two are reporting positions and three are in the information management sphere. These additional positions will bolster AIT's efforts to support Taiwan amid increasing pressure and malign influences, thus strengthening diplomatic relations and bolstering crisis preparedness and response, as well as cybersecurity resilience.

Funds by Object Class

($ in thousands)

Payment to the American Institute in Taiwan (AIT)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	15,042	15,042	17,766	2,724
1200 Personnel Benefits	6,651	6,651	7,864	1,213
2500 Other Services	12,390	12,390	12,588	198
Total	**34,083**	**34,083**	**38,218**	**4,135**

ENDURING WELCOME

Resource Summary

($ in thousands)

Enduring Welcome	FY 2023 Actual [1]	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Enduring Welcome Resources	4,815,321	-	-	(4,815,321)
Enduring Welcome Obligations	1,445,230	1,640,600	1,729,491	284,261

[1] FY 2023 Estimate includes unobligated balance transfers from the Afghanistan Supplemental Appropriations Act, 2022 (Div. C, P.L. 117-43) and the Additional Afghanistan Supplemental Appropriations Act, 2022 (Div. B, P.L. 117-70) ("Additional Afghanistan Supplemental"). In addition, the Department of Defense transferred $3 billion in unobligated balances as notified in CNs 22-368, 22-369, 23-250, and 23-251.

WHO WE ARE & WHY IT MATTERS

Since the summer of 2021, the U.S. Government has welcomed over 135,000 individuals at risk from Afghanistan to the United States, and the Administration remains committed to the brave Afghans who stood side-by-side with the United States over the past two decades. Enduring Welcome (EW) is the whole-of-government effort to expeditiously process the applications of the United States' Afghan allies and their families while simultaneously safeguarding national security. Examples of these efforts include work with Afghan Special Immigrant Visa (SIV) candidates and family reunification cases.

Starting in FY 2023, the State Department assumed leadership on responsibilities previously supported by the Department of Defense (DOD). In its new role, the Department's activities have included standing up and managing overseas processing sites to address the applications of certain individuals from Afghanistan for potential U.S. immigration benefits.

In FY 2025, the State Department will sustain and expand its work on processing and supporting the country's Afghan allies and their families at several overseas locations. CARE Doha (previously Camp As Sayliyah) in Qatar continues to serve as the primary overseas platform for processing applications for individuals from Afghanistan. In addition, the Department is working on SIV processing in Tirana, Albania, and is increasing capacity to process SIV and refugee applicants in Pakistan. The Department is also continuing its efforts to establish additional processing capacity including in the East Asian and Pacific Affairs (EAP) area of responsibility.

South and Central Asian Affairs (SCA)'s Office of the Coordinator for Afghan Relocation Efforts (SCA/CARE)

CARE leads the Department's Enduring Welcome efforts, including sustainment functions previously provided by DoD. CARE has also assumed responsibility for preparing eligible individuals and facilitating their travel. In addition, CARE is responsible for general oversight of the key functions and implementers of EW processes, including integrating support from relevant Department bureaus.

ENDURING WELCOME

Population, Refugees, and Migration (PRM)

PRM leads and manages the U.S. Refugee Admissions Program (USRAP) processing for Afghan refugee applicants and provides humanitarian assistance support for all Afghan guests at overseas processing facilities. Undertaken in multiple locations, these services include the provision of: mental health and psychosocial support (MHPSS); non-food items and supplemental food; education; protection case management; community engagement; local integration support, and medical screenings. PRM also monitors overseas site management and programming practices to promote their alignment with international humanitarian standards and protection principles, as well as maintain accountability to Afghan guests who are awaiting processing of their applications. PRM also manages transportation from processing sites to the United States and initial domestic resettlement services for Afghan refugees and SIV recipients.

Consular Affairs (CA)

CA oversees SIV processing for Afghans. Funds provided to CA support: Temporary Duty (TDY) assignment travel for CA personnel, interpreters to provide translation services in the adjudication process, supplies, and equipment. CA's activities also support SIV processing in Islamabad for Afghans residing in that country.

Overseas Buildings Operations (OBO)

OBO provides safe, secure, and functional facilities in support of EW operations. Funding allocated to OBO supports project development, physical security, and other upgrades needed to ensure facilities meet Department security and operational standards.

Diplomatic Security (DS)

DS provides security services and infrastructure support for EW facilities, including Worldwide Protective Services (WPS) guards for static security, Emergency Response Teams (ERTs), and Explosive Detection Canines (EDCs). Funds allocated to DS are used for countermeasures, physical security, security technology support, Regional Security Office (RSO) operations, and other support costs.

Several other Department bureaus, as well as other U.S. Government agencies and departments, also provide EW platforms with key functional (e.g., budget, vetting, talent management, legal, information technology, etc.) and staffing support.

JUSTIFICATION OF REQUEST

As part of the transition of leadership for EW, the DOD transferred Operations Allies Welcome (OAW)-specific Overseas Humanitarian, Disaster, and Civic Aid (OHDACA) funding to the Department of State in FY 2023. That funding has been utilized to provide sustainment, wraparound services, and medical care for Afghans while their applications are processed.

As part of its ongoing program management and planning, CARE will build upon processing innovations that will result in reduced processing times across all relocation platforms and will replace DOD support contracts with recompeted Department contracts.

ENDURING WELCOME

The FY 2025 Request does not include additional funding for EW operations but continues to seek the authority to establish a new "Enduring Welcome" appropriations account, in which remaining balances from previous Operation Allies Welcome supplemental appropriations and related transfers would be consolidated, as also proposed in the FY 2024 Request. The new account would enable the Department to integrate EW operational efforts, as well as streamline the prioritization, tracking, and management of resources.

Funding by Account

($ in thousands)

Account	FY 2023 OAW Unobligated Balances	OHDACA Transfer from DOD [1]	FY 2023 Funding	FY 2023 Obligations	Estimated FY 2024 Obligations [2]	Estimated FY 2025 Obligations
ERMA	1,766,914	2,193,188	3,960,102	1,228,912		
DP	12,407	625,212	637,619	143,284		
ESCM	-	161,600	161,600	37,353		
EDCS	36,000	20,000	56,000	35,681		
Total	**1,815,321**	**3,000,000**	**4,815,321**	**1,445,230**	**1,640,600**	**1,729,491**

[1] *OHDACA transfer from DOD reflects amounts as authorized and notified.*
[2] *Assumes establishment of a new "Enduring Welcome" appropriations account.*

INTERNATIONAL ORGANIZATIONS

Contributions to International Organizations
Contributions to International Peacekeeping Operations

Proposed Appropriation Language

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

For necessary expenses, not otherwise provided for, to meet annual obligations of membership in international multilateral organizations, pursuant to treaties ratified pursuant to the advice and consent of the Senate, conventions, or specific Acts of Congress, $1,676,686,000, to remain available until September 30, 2026.

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Resource Summary

($ in thousands)

Contributions to International Organizations (CIO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Contributions to International Organizations	1,438,000	1,438,000	1,676,686	238,686

WHO WE ARE & WHY IT MATTERS

The Contributions to International Organizations (CIO) account is the source of funding for the annual U.S. assessed contributions to 44 international organizations, including the: United Nations (UN); organizations in the UN system, such as the International Atomic Energy Agency (IAEA); Food & Agriculture Organization (FAO); International Labor Organization (ILO); World Health Organization (WHO); International Civil Aviation Organization (ICAO); and, other international organizations, such as the North Atlantic Treaty Organization (NATO) and the Organization for the Prohibition of Chemical Weapons (OPCW).

U.S. leadership at international organizations enables the country to build and lead coalitions that advance shared interests, support effective global cooperation, protect human rights, promote fundamental freedoms, and set international norms and standards that foster a dynamic, inclusive, and innovative domestic economy.

The Administration is committed to promoting U.S. leadership in international organizations with the aim of building the coalitions required to address the country's biggest global challenges. These challenges include, but are not limited to:

- climate change;
- global health;
- peace and security;
- humanitarian response;
- the revitalization of democracy and human rights;
- digital connectivity and technology governance;
- sustainable and inclusive development; and,
- forced displacement and migration.

Strategic U.S. investments in the multilateral system allow the country to set the agenda in order to advance U.S. priorities, strengthen the effectiveness of international organizations, and share the burden of action among member states.

Serving a unique role, international organizations promote and facilitate coordinated efforts that advance global public health security. In addition, actions taken by these organizations work to set international norms and standards in science and technology, environment, climate, and other relevant fields. International organizations also facilitate collective action by the world community to combat violent extremism; limit the spread of nuclear and chemical weapons; promote inclusive, sustainable, and climate-friendly economic growth and development; and forge solutions to the threats of armed conflict, hunger, poverty, and climate change. Taken together, the impacts of these efforts also serve to strengthen the U.S. economy, contribute to national security, and improve the country's competitiveness around the world.

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International organizations offer significant benefits to U.S. taxpayers. Nearly every federal agency engages with international organizations funded through the CIO account to help advance its strategic objectives. Countless U.S. businesses and citizens benefit from the work done by international organizations in pursuit of reducing barriers to trade, improving border and port security, obtaining international patent and trademark protection, setting standards for aviation and maritime security, and maintaining the world's telecommunications networks.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $1.7 billion, an increase of $238.7 million above FY 2023 Actual. The Request will fund U.S. assessments to international organizations, $25 million arrears for UNESCO, and $15.3 million for the reimbursements of taxes paid by American citizens working for international organizations funded through the account.

UN Educational, Scientific, and Cultural Organization (UNESCO)

The Request includes $75 million to pay an annual assessment for calendar year 2025. It also contains $25 million to pay a portion of the arrears that accumulated from 2011 through 2018, during which time the United States ceased payment of assessed contributions to UNESCO following the agency's granting membership as a state to the Palestinians. Once the U.S. arrears had exceeded two years of assessments, the United States lost certain membership privileges, including a vote in the General Conference and eligibility to serve on the Executive Board. These privileges were reinstated when the United States rejoined UNESCO, with the understanding that the United States would begin to repay accumulated arrears over time. The restoration of voting privileges and the ability to serve on the Executive Board is contingent on U.S. commitment to at least partial payment of the arrears. The status of U.S. arrears will be reviewed at the November 2025 session of the General Conference.

UN Regular Budget

The FY 2025 Request includes an incremental increase of $69 million in the U.S. assessment compared to FY 2023. This amount includes a 7.7 percent increase that was agreed to in the UN General Assembly in December 2023.

As previously agreed to, the United States is responsible for 22 percent of overall member state assessments. The increase in assessments reflects increased funding agreed to by the General Assembly in the areas of development, human rights, refugee assistance, construction, and global communications, as well as administrative areas, such as conference management, safety, security. Offsetting the increases was a reduction in funding for political affairs, especially special political missions.

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Common Funding for NATO

The Request includes an increase of $27 million to support a priority U.S. strategic objective of increasing NATO common funding compared to FY 2023. The FY 2025 level includes a 12.9 percent increase in member assessments, as agreed upon by the North Atlantic Council in budget negotiations during December 2023.

Increased funding for the NATO civil budget will enable the organization to maintain its technological and operational edge in the evolving strategic and security environment. Threats and challenges include a more aggressive and assertive Russia and China, the need for strengthened cybersecurity, and the development of emerging and destructive technologies. At the June 2021 and June 2022 NATO Summits, allied leaders agreed that they would expand resourcing through annual civil budget increases through 2030, including through common funding. The additional funding will support a higher level of ambition for NATO and help the organization address an increasingly complex modern security environment.

WHO

The Request includes an increase of $26 million from FY 2023 to fulfill a commitment by WHO member states for a 20 percent increase to WHO's assessed contributions in FY 2025. The increase will enable WHO to address priority objectives, as agreed to by WHO member states through the WHO Executive Board and World Health Assembly. Focus areas include improved access to essential health services, emergency preparedness, and strengthened capacity in data and innovation.

This expansion of activities will include clear progress indicators incorporated into the budget in order to measure the objective impacts of new efforts; similar indicators will be applied to reforms linked to increased funding in order to maximize the return on member state investments.

Assessing Performance

The United States has long championed UN efficiency and effectiveness and the Department will continue to advocate throughout the UN system for transparency and accountability. The Bureau of International Organization Affairs (IO) works to advance U.S. national interests in and through the international organizations funded through the CIO account.

IO provides financial, analytical, and management oversight and expertise that enable the United States to advocate for the effective, efficient, and responsible use of the country's contributions to international organizations. IO's monitoring, evaluation, and learning activities also help advance the implementation of the Foundations for Evidence-Based Policymaking Act[31].

[31] H.R.4174: Foundations for Evidence-Based Policymaking Act of 2018. https://www.congress.gov/bill/115th-congress/house-bill/4174/text

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Resource Summary

($ in thousands)

Organization	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
UN and Affiliated Agencies				
United Nations Regular Budget	692,567	707,048	761,584	69,017
United Nations Educational, Scientific, and Cultural Organization	34,797	75,516	75,516	40,719
International Residual Mechanism for Criminal Tribunals	7,892	6,062	6,062	(1,830)
Food and Agriculture Organization	101,557	109,056	114,414	12,857
International Atomic Energy Agency	102,344	112,734	115,960	13,616
International Civil Aviation Organization	18,035	19,266	19,795	1,760
International Labor Organization	89,327	98,791	104,843	15,516
International Maritime Organization	1,068	1,136	1,143	75
International Telecommunication Union	10,647	13,726	13,766	3,119
Universal Postal Union	3,020	3,227	3,737	717
World Health Organization	108,561	118,949	134,580	26,019
World Intellectual Property Organization	1,229	1,334	1,356	127
World Meteorological Organization	15,869	17,114	17,943	2,074
Subtotal, UN and Affiliated Agencies	**1,186, 914**	**1,283,959**	**1,370,699**	**183,785**
Inter-American Organizations				
Organization of American States	43, 185	45,442	46,359	3,174
Pan American Health Organization	60,126	58,965	59,340	(786)
Inter-American Institute for Cooperation on Agriculture	14,902	14,687	14,761	(141)
Pan American Institute of Geography and History	324	324	324	-
Subtotal, Inter-American Organizations	**118,537**	**119,418**	**120,784**	**2,247**
Regional Organizations				
Organization for Economic Cooperation and Development	71,378	74,111	74,092	2,714
North Atlantic Treaty Organization	58,471	74,755	85,561	27,090
North Atlantic Parliamentary Assembly	773	827	796	23
The Pacific Community	1,267	1,305	1,305	38
Asia-Pacific Economic Cooperation	990	1,023	1,023	33
Colombo Plan Council for Technical Cooperation	16	16	17	1
Subtotal, Regional Organizations	**132,895**	**152,037**	**162,794**	**29,899**
Other International Organizations				

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Organization	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Organization for the Prohibition of Chemical Weapons	18,970	18,269	18,079	(891)
World Trade Organization	23,598	26,708	27,626	4,028
Customs Cooperation Council	3,674	3,995	3,995	321
Hague Conference on Private International Law	256	286	286	30
International Agency for Research on Cancer	1,810	1,864	1,818	8
International Bureau of the Permanent Court of Arbitration	107	127	126	19
International Bureau of Weights and Measures	1,276	1,305	1,321	45
International Center for Study of Preservation & Restoration of Cultural Property	919	928	927	8
International Copper Study Group	31	30	30	(1)
International Cotton Advisory Committee	401	320	320	(81)
International Grains Council	388	425	424	36
International Hydrographic Organization.	109	118	111	2
International Institute for the Unification of Private Law	138	151	151	13
International Lead and Zinc Study Grp.	32	35	32	-
International Organization of Legal Metrology	125	128	131	6
International Renewable Energy Agency	4,206	4,769	4,769	563
International Seed Testing Assoc.	12	12	12	-
International Tropical Timber Org.	296	311	293	(3)
International Union for the Conservation of Nature and Natural Resources	562	587	588	26
International Union for the Protection of New Varieties of Plants	306	319	319	13
World Organization of Animal Health	277	324	325	48
Bureau of International Expositions	78	79	99	21
International Energy Forum	-	286	286	286
Subtotal, Other International Organizations	**57,568**	**61,376**	**62,068**	**4,500**
Total Contributions Not Including TRA	**1,495,914**	**1,616,790**	**1,716,345**	**220,431**
Tax reimbursement agreements (TRA) for All Organizations	6	14,899	15,335	15,329
Total Annual Requirements Including TRA	**1,495,920**	**1,631,689**	**1,731,680**	**235,760**
Adjustments to Contributions				
UNESCO Arrears	-	-	25,000	25,000
Application of Estimated UN Tax Equalization Fund Credits [1]	-	-	(79,994)	*(79,994)*

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Organization	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Other Adjustments to Contributions	-	(193,689)	-	-
Total Adjustments to Contributions	**-**	**(193,689)**	**(54,994)**	**(54,994)**
Subtotal, Contributions after Adjustments	**1,495,920**	**1,438,000**	**1,676,686**	**180,766**
Appropriated Funds and Request				
Enduring Contributions to International Organizations	1,438,000	1,438,000	1,676,686	238,686
Total Appropriated Funds and Request	**1,438,000**	**1,438,000**	**1,676,686**	**238,686**
Prior-Year Carryforward Funds				
FY 2022 Carryforward into FY 2023	77,073	-	-	-
FY 2023 Carryforward into FY 2024	-	19,153	-	-
Total Appropriated and Carryforward Funds	**1,515,073**	**1,457,153**	**1,676,686**	**-**
FY 2023 Year-end Balance	19,153	-	-	-

[1] *FY 2024 reflects the estimated amount of credits that will enable payment of FY 2024 assessments.*

Funds by Object Class

($ in thousands)

Contributions to International Organizations (CIO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	1,438,000	1,438,000	1,676,686	238,686
Total	**1,438,000**	**1,438,000**	**1,676,686**	**238,686**

Summary of Budgetary Resources

($ in millions)

Contributions to International Organizations (CIO)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budgetary resources:			
Unobligated balance:			
Unobligated balance brought forward, Oct 1	77	19	-
Unobligated balance (total)	**77**	**19**	**-**
Budget authority:			
Appropriations, discretionary:			
Appropriation	1,438	1,438	1,676
Total budgetary resources available	**1,515**	**1,457**	**1,676**

United Nations Regular Budget

New York, United States
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	692,567	707,048	761,584

Explanation of Estimate

The FY 2025 U.S. assessment is an actual amount at the rate of 22 percent for the calendar year 2024 UN regular budget. The level of the budget increased by 7.7 percent compared to calendar year 2023. The U.S. contribution is reduced by withholding the U.S. share of the costs of UN activities that provide benefits to the Palestine Liberation Organization and associated entities.

Most Recent UN Budget

The Department of State, Foreign Operations, and Related Programs Appropriations Act, 2023 (Div. K, P.L. 117-328) contains a proviso requiring that the Secretary of State shall, at the time of submission of the President's budget to Congress under section 1105(a) of title 31, United States Code, transmit to the Committees on Appropriations the most recent biennial budget prepared by the United Nations for the operations of the United Nations. On December 30, 2022, the UN General Assembly adopted the UN regular budget for 2024.

The calendar year 2024 UN regular budget is located on the UN's web site at the following location: https://www.undocs.org/A/RES/78/254.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	3,151,896	3,217,716	3,465,611
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Dollars)	693,417	707,898	762,434
"Sec. 144, P.L. 99-93 (PLO)"	(850)	(850)	(850)
U.S. Requirement in Dollars	692,567	707,048	761,584

International Residual Mechanism for Criminal Tribunals

Arusha, Tanzania and The Hague, The Netherlands
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	7,892	6,062	6,062

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment is expected to remain unchanged from FY 2024. The total assessment is based on two different scales and is paid out of two different Department of State accounts. Half of the assessment is based on the UN regular budget scale and is paid out of the CIO account. The other half is based on the UN peacekeeping scale and is paid out of the Contributions for International Peacekeeping Activities account.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	35,871	27,554	27,554
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Dollars)	7,892	6,062	6,062

Food and Agriculture Organization

Rome, Italy

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	101,557	109,056	114,414

Explanation of Estimate

The FY 2025 assessment is an estimate based on the Member State-approved amount for calendar year 2024, the first year of the Food and Agricultural Organization's (FAO's) 2024-2025 biennial budget. The FY 2025 Assessment amounts in euros and U.S. dollars both increased due to Member States agreeing to a 5.6 percent budget increase to account for inflation. The assessment includes the FAO Tax Equalization Fund, which creates pay parity by reimbursing U.S. citizens who work for FAO and pay U.S. federal, state, and local income taxes on their FAO salaries. A tax equalization fund credit of an undetermined amount may be applied prior to payment. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	188,212	188,212	198,654
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Euros)	41,407	41,407	43,704
Approximate Exchange Rate (Euros to $1)	0.940	0.910	0.910
U.S. Requirement in Dollars	44,003	45,502	48,026
Assessment Against Members (in Dollars)	270,700	270,700	285,856
United States Percent Share	22.000	22.000	22.000
United States Assessment (in Dollars)	59,554	59,554	62,888
Tax Equalization Fund	4,000	4,000	3,500
Less: Tax Equalization Fund Credit	(6,000)	-	-

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Total U.S. Requirement in Dollars	101,557	109,056	114,414

International Atomic Energy Agency

Vienna, Austria

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	102,344	112,734	115,960

Explanation of Estimate

The FY 2025 assessment is an estimate for CY 2024, adjusted for a lower U.S. contribution rate beginning in FY 2024. The FY 2025 assessment amounts in euros and U.S. dollars project no increases compared to FY 2024. Seventy (70) percent of the euro assessment and all the U.S. dollar assessment are deferred from one U.S. fiscal year to the next. The estimated total requirement amount in dollars fluctuates up until the date of actual payment, depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	360,664	363,617	363,617
United States Percentage Share	25.170	25.010	25.010
United States Assessment (in Euros)	90,779	90,941	90,941
Approximate Exchange Rate (Euros to $1)	0.920	0.910	0.910
U.S. Requirement in Dollars	98,167	101,805	99,923
Assessment Against Members (in Dollars)	54,731	58,358	59,396
United States Percentage Share	25.170	25.010	25.010
United States Assessment (in Dollars)	13,803	14,655	14,853
Total U.S. Requirement in Dollars	111,970	116,460	114,776
Fiscal Year 2022 Deferral	72,631	-	-
Fiscal Year 2023 Deferral	(82,257)	82,257	-
Fiscal Year 2024 Deferral	-	(85,983)	85,983
Fiscal Year 2025 Deferral	-	-	(84,799)
U.S. Requirement in Dollars After Deferral	102,344	112,734	115,960

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International Civil Aviation Organization

Montreal, Canada

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	18,035	19,266	19,795

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2025, the third year of the International Civil Aviation Organization's (ICAO's) 2023-2025 triennial budget. The assessment increases by 4.88 percent; the final year of each triennium is typically higher due to hosting the ICAO Assembly in the third year of the triennium. The total U.S. assessment is split into U.S. and Canadian dollars. A portion of 50 percent of the Canadian and U.S. dollar assessments are deferred from one U.S. fiscal year to the next. As a result, each fiscal year request includes 50 percent of the current calendar year's assessment (2025), plus 50 percent of the prior calendar year's assessment (2024), which are then paid in FY 2025. The total requirement amount in dollars fluctuates depending on the Canadian-U.S. dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in CDN Dollars)	67,548	67,968	71,282
United States Percentage Share	21.700	21.700	21.700
United States Assessment (in CDN Dollars)	14,658	14,749	15,468
Approximate Exchange Rate (CDN Dollars to $1)	1.340	1.330	1.330
U.S. Requirement in Dollars	11,088	11,090	11,630
Assessment Against Members (in Dollars)	36,372	36,598	38,383
United States Percentage Share	21.700	21.700	21.700
United States Assessment (in Dollars)	7,893	7,942	8,329
ICAO Den-Ice Agreement	196	300	300
Total U.S. Requirement in Dollars	18,951	19,331	20,259
Fiscal Year 2022 Deferral	8,533	-	-
Fiscal Year 2023 Deferral	(9,450)	9,450	-
Fiscal Year 2024 Deferral	-	(9,516)	9,516
Fiscal Year 2025 Deferral	-	-	(9,980)
U.S. Requirement in Dollars After Deferral	18,035	19,266	19,795

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International Labor Organization

Geneva, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	89,327	98,791	104,843

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2024, the first year of the International Labor Organization's (ILO's) 2024-2025 biennial budget. The FY 2025 assessment represents a 6.35 percent increase compared to FY 2024, with the additional funds supporting priority program costs. The estimated total requirement amount in dollars fluctuates up until the date of actual payment, depending on the Swiss franc-U.S. dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	376,391	376,391	400,309
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Swiss Francs)	82,806	82,806	88.068
Approximate Exchange Rate (Swiss Francs to $1)	0.930	0.840	0.840
U.S. Requirement in Dollars	89,327	98,791	104,843

International Maritime Organization

London, England

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	1,068	1,136	1,143

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025, the second year of the International Maritime Organization's (IMO's) 2024-2025 biennial budget. The FY 2025 estimated assessment amount reflects a projected increase of 4.83 percent over the prior year. The U.S. percentage share is relatively low compared to other organizations, because the IMO scale of assessments is based on flagged shipping tonnage. The total requirement amount in dollars fluctuates depending on the British pound-U.S. dollar exchange rate, as well as the actual tonnage calculation.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Pounds)	33,920	33,920	35,557
United States Percentage Share	2.540	2.540	2.540

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
United States Assessment (in Pounds)	862	862	903
Approximate Exchange Rate (Pounds to $1)	0.810	0.790	0.790
U.S. Requirement in Dollars	1,068	1,136	1,143

International Telecommunication Union

Geneva, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	10,647	13,726	13,766

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. Calendar year 2025 is the second year of the International Telecommunication Union's (ITU's) 2024-2025 biennial budget. The U.S. assessment in Swiss francs is estimated to remain unchanged. The United States pays a small portion of the overall ITU budget, as private sector donations supplement regular budget expenses. The ITU regular budget is assessed according to contributory units; the U.S. share is 35 units. The total requirement amount in dollars fluctuates depending on the Swiss franc-U.S. dollar exchange rate, as well as the accumulation of interest due to late U.S. payments which result from funding/appropriations delays.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	125,710	125,710	129,574
United States Percentage Share	7.590	8.850	8.590
United States Assessment (in Swiss Francs)	9,541	11,125	11,130
Interest on Arrears	400	400	433
U.S. Requirement (in Swiss Francs)	9,940	11,525	11,563
Approximate Exchange Rate (Swiss Francs to $1)	0.890	0.840	0.840
U.S. Requirement in Dollars	10,647	13,766	13,765
Fiscal Year 2022 Deferral	477	-	-
Fiscal Year 2023 Deferral	(477)	476	-
Fiscal Year 2024 Deferral	-	(516)	516
Fiscal Year 2025 Deferral	-	-	(515)
U.S. Requirement in Dollars After Deferral	10,647	13,726	13,766

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

United Nations Educational, Scientific, and Cultural Organization

Paris, France

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	34,797	75,516	75,516

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2025. There is no increase in the FY 2025 Assessment compared to FY 2024. The UNESCO assessed budget is financed partly in euros and partly in U.S. dollars. The FY 2023 amount is a one-time partial-year assessment, the amount of which UNESCO determined based on the timing of U.S. rejoining UNESCO mid-year. A contribution to the UNESCO working capital fund is required of all new UNESCO members, and the total size of the contribution increased slightly starting in FY 2024.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	-	147,066	147,066
United States Percentage Share	-	22.000	22.000
United States Assessment (in Euros)	-	32,355	32,355
Approximate Exchange Rate (Euros to $1)	-	0.910	0.910
U.S. Requirement in Dollars	-	35,555	35,555
Assessment Against Members (in Dollars)	-	181,643	181,643
United States Percentage Share	-	22.000	22.000
United States Assessment (in Dollars)	28,197	39,961	39,961
Working Capital Fund	6,600	-	-
Total U.S. Requirement in Dollars	34,797	75,516	75,516

Universal Postal Union

Bern, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	3,020	3,227	3,737

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in Swiss francs is estimated to remain unchanged from the 2024 level. The Universal Postal Union (UPU) imposes a separate assessment for English translation costs and charges interest on late payments.

The UPU regular budget is assessed according to contributory units, under a scheme that remains under negotiation. The U.S. share is 60 units, with a percentage share below 8 percent. The total requirement amount in dollars fluctuates depending on the Swiss franc-U.S. dollar exchange rate, as well as interest incurred on late payments due to funding and appropriations delays.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	37,812	37,812	38,437
United States Percentage Share	6.900	6.900	7.310
United States Assessment (in Swiss Francs)	2,609	2,609	2,810
English Translation Service	96	96	200
Interest on Arrears	121	5	130
U.S. Requirement (in Swiss Francs)	2,827	2,711	3,139
Approximate Exchange Rate (Swiss Francs to $1)	0.930	0.800	0.840
U.S. Requirement in Dollars	3,026	3,376	3,737
Fiscal Year 2022 Deferral	-	-	-
Fiscal Year 2023 Deferral	(6)	6	-
Fiscal Year 2024 Deferral	-	(155)	155
Fiscal Year 2025 Deferral	-	-	(155)
U.S. Requirement in Dollars After Deferral	3,020	3,227	3,737

World Health Organization

Geneva, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	108,561	118,949	134,580

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2024, the first year of the 2024-2025 biennial budget. Compared to FY 2024, the assessment amount in Swiss francs increased by 12.2 percent and the amount in U.S. dollars increased by 18.8 percent. Member States agreed to this increase to address underfunded portions of the World Health Organization (WHO) budget. The U.S. assessment includes an amount for the Tax Equalization Fund, which creates pay parity by reimbursing U.S. citizens who work for the WHO and pay U.S. federal, state, and local income taxes on their WHO salaries. The total requirement in dollars fluctuates depending on the Swiss franc-U.S. dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	249,225	249,225	296,166
United States Percentage Share	22.000	22.000	22.000

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
United States Assessment (in Dollars)	54,829	54,830	65,157
Less: Tax Equalization Fund Credit	(120)	(200)	-
U.S. Requirement in Dollars	54,709	54,630	65,157
Assessment Against Members (in Swiss Francs)	227,044	236,307	265,068
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Swiss Francs)	49,950	54,211	58,315
Less: Tax Equalization Fund Credit	(82)	(182)	-
U.S. Requirement in Swiss Francs	49,868	54,029	58,315
Approximate Exchange Rate (Swiss Francs to $1)	0.930	0.840	0.840
U.S. Requirement in Dollars	53,852	64,320	69,423
Total U.S. Requirement in Dollars	108,561	118,949	134,580

World Intellectual Property Organization

Geneva, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	1,229	1,334	1,356

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2024, the first year of the World Intellectual Property Organization's (WIPO's) 2024-2025 biennial budget. The U.S. assessment in Swiss francs is estimated to be unchanged from FY 2024. The total requirement amount in dollars fluctuates depending on the Swiss franc-U.S. dollar exchange rate. Over 90 percent of WIPO's financing comes from fee income, including international patent, design, and trademark fees paid by U.S. intellectual rights holders, which results in a relatively low overall assessment for the U.S.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	17,498	17,498	17,600
United States Percentage Share	6.510	6.510	6.470
United States Assessment (in Swiss Francs)	1,139	1,139	1,139
Approximate Exchange Rate (Swiss Francs to $1)	0.930	0.850	0.840
U.S. Requirement in Dollars	1,229	1,334	1,356

World Meteorological Organization

Geneva, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	15,869	17,114	17,943

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2024. The FY 2025 assessment increased by 2.4 percent from FY 2024 to account for inflation. The total requirement amount in dollars fluctuates depending on the Swiss franc-U.S. dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	67,886	67,886	69,518
United States Percentage Share	21.670	21.680	21.680
United States Assessment (in Swiss Francs)	14,711	14,718	15,072
Approximate Exchange Rate (Swiss Francs to $1)	0.930	0.860	0.840
U.S. Requirement in Dollars	15,869	17,114	17,943

Organization of American States

Washington, D.C., United States

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	43,185	45,442	46,359

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment for all members is projected to remain unchanged from FY 2024. The U.S. assessment rate decreased from 53.15 percent to 49.99 percent of the total in FY 2023. The Department pays the Organization of American States (OAS) assessments in quarterly installments. One quarterly installment is deferred from one U.S. fiscal year to the next. The fourth quarterly payment for the calendar year is paid with funds from the first quarter of the next U.S. government fiscal year.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	84,930	92,736	92,736
United States Percentage Share	49.990	49.990	49.990
United States Assessment (in Dollars)	42,691	46,359	46,359
Fiscal Year 2022 Deferral	11,343	-	-

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Fiscal Year 2023 Deferral	(10,849)	10,673	-
Fiscal Year 2024 Deferral	-	(11,590)	11,590
Fiscal Year 2025 Deferral	-	-	(11,590)
U.S. Requirement in Dollars After Deferral	43,185	45,442	46,359

Pan American Health Organization

Washington, D.C., United States

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	60,126	58,965	59,340

Explanation of Estimate

The FY 2025 assessment is an estimated amount for calendar year 2025, the second year of the 2024-2025 biennial budget. The FY 2025 assessment is projected to remain unchanged from FY 2024. The U.S. assessment also provides for the Pan American Health Organization (PAHO) Tax Equalization Fund, which creates pay parity by reimbursing U.S. citizens who work for PAHO and pay U.S. federal, state, and local income taxes on their PAHO salaries. The Department pays PAHO assessments in quarterly installments. Two quarterly installments are deferred from one U.S. fiscal year to the next fiscal year.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	104,700	104,700	104,700
United States Percentage Share	49.990	49.990	49.990
United States Assessment (in Dollars)	52,340	52,340	52,340
Tax Equalization Fund	10,000	10,000	10,000
Less: Tax Equalization Fund Credit	(3,749)	(3,000)	(3,000)
U.S. Requirement in Dollars	58,590	59,340	59,340
Fiscal Year 2022 Deferral	30,831	-	-
Fiscal Year 2023 Deferral	(29,295)	29,295	-
Fiscal Year 2024 Deferral	-	(29,295)	29,295
Fiscal Year 2025 Deferral	-	-	(29,670)
U.S. Requirement in Dollars After Deferral	60,126	58,965	59,340

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Inter-American Institute for Cooperation on Agriculture

San Jose, Costa Rica
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	14,902	14,687	14,761

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment level for all members is projected to remain essentially unchanged from FY 2023 and FY 2024. The U.S. assessment rate decreased from 53.15 percent to 49.99 percent of the total in FY 2023. The Department pays Inter-American Institute for Cooperation on Agriculture (IICA) assessments in quarterly installments. One quarterly installment is deferred from one U.S. fiscal year to the next. The fourth quarterly payment for the calendar year is paid with funds from the first quarter of the next U.S. government fiscal year.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	29,574	29,574	29,574
United States Percentage Share	49.990	49.990	49.990
United States Assessment (in Dollars)	14,671	14,692	14,784
Fiscal Year 2022 Deferral	3,398	-	-
Fiscal Year 2023 Deferral	(3,668)	3,668	-
Fiscal Year 2024 Deferral	-	(3,673)	3,673
Fiscal Year 2025 Deferral	-	-	(3,696)
U.S. Requirement in Dollars After Deferral	14,902	14,687	14,761

Pan American Institute of Geography and History

Mexico City, Mexico
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	324	324	324

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment for FY 2025 does not change from FY 2024.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	648	648	648
United States Percentage Share	49.990	49.990	49.990

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
United States Assessment (in Dollars)	324	324	324

Organization for Economic Cooperation and Development

Paris, France

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	71,378	74,111	74,092

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2024, the second year of the Organization for Economic Cooperation and Development's (OECD's) 2023-2024 biennial budget. The FY 2025 assessment in euros represents a projected 4.9 percent increase compared to FY 2024. The U.S. assessment rate decreases from 19.1 percent to 18.3 percent in FY 2025. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	207,260	216,241	226,794
United States Percentage Share	19.900	19.100	18.300
United States Assessment (in Euros)	41,229	41,352	41,503
United States Assessment – Part II	9,783	10,186	10,237
Fiscal Adjustment	878	942	878
Pension Capitalization Funding	15,002	14,806	14,806
U.S. Requirement (in Euros)	66,892	67,286	67,424
Approximate Exchange Rate (Euros to $1)	0.940	0.910	0.910
U.S. Requirement in Dollars	71,378	74,111	74,092

North Atlantic Treaty Organization

Brussels, Belgium

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	58,471	74,755	85,561

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment reflects an expected 10 percent increase to support the continued implementation of a new North Atlantic Treaty Organization (NATO) Strategic

Concept and ongoing headquarters reform initiatives, in addition to a 2.9 percent increase for inflation. The U.S. assessment rate at NATO declined from 16.34 in 2023 to 16.20 percent in 2024. Approximately 25 percent of the United States' assessment is deferred from one U.S. fiscal year to the next. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	317,458	379,806	428,807
United States Percentage Share	16.340	16.200	16.200
United States Assessment (in Euros)	51,887	61,515	69,451
Budget Adjustment	(1,952)	(1,941)	-
NATO Pension Fund	8,135	9,417	10,359
Less: Credit for USG Employees on Loan to NATO	(1,636)	(1,800)	(1,800)
U.S. Requirement (in Euros)	56,433	67,191	78,010
Approximate Exchange Rate (Euros to $1)	0.870	0.860	0.910
U.S. Requirement in Dollars	64,766	77,947	85,725
Direct Cost of USG Employees on Loan to NATO	1,071	3,500	3,500
Total U.S. Requirement in Dollars	65,836	81,447	89,226
Fiscal Year 2022 Deferral	2,842	-	-
Fiscal Year 2023 Deferral	(10,207)	10,207	-
Fiscal Year 2024 Deferral	-	(14,922)	14,922
Fiscal Year 2025 Deferral	-		(18,586)
U.S. Requirement in Dollars After Deferral	58,471	74,755	85,561

NATO Parliamentary Assembly

Brussels, Belgium

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2023 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	773	827	796

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment against members in euros is projected to remain unchanged in FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	4,428	4,428	4,428
United States Percentage Share	16.340	16.340	16.340

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
United States Assessment (in Euros)	724	724	724
Approximate Exchange Rate (Euros to $1)	0.940	0.910	0.910
U.S. Requirement in Dollars	773	827	796

The Pacific Community

Noumea, New Caledonia

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	1,267	1,305	1,305

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in euros is expected to remain unchanged in FY 2025. Of the total value, 70 percent of the U.S. assessment is deferred from one U.S. fiscal year to the next. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	9,454	9,454	9,454
United States Percentage Share	12.570	12.570	12.570
United States Assessment (in Euros)	1,188	1,188	1,188
Approximate Exchange Rate (Euros to $1)	0.920	0.910	0.910
U.S. Requirement in Dollars	1,294	1,305	1,305
Fiscal Year 2022 Deferral	887	-	-
Fiscal Year 2023 Deferral	(914)	914	-
Fiscal Year 2024 Deferral	-	(914)	914
Fiscal Year 2025 Deferral	-	-	(914)
U.S. Requirement in Dollars After Deferral	1,267	1,305	1,305

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Asia-Pacific Economic Cooperation

Singapore
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	990	1,023	1.023

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. There is no projected increase in FY 2025. The ratio of the amounts in U.S. and Singapore dollars changes each year, but the total assessment for all members remains the same when denominated in a single currency. The total U.S. requirement amount in dollars fluctuates depending on the Singapore dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Singapore Dollars)	7,500	7,500	7,500
United States Percentage Share	18.000	18.000	18.000
United States Assessment (in Singapore Dollars)	1,350	1,350	1,350
Approx. Exchange Rate (Singapore Dollars to $1)	1.360	1.320	1.320
U.S. Requirement in Dollars	990	1,023	1,023

Colombo Plan Council for Technical Cooperation

Colombo, Sri Lanka
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	16	16	17

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The U.S. assessment is expected to remain unchanged from FY 2024.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	398	398	398
United States Percentage Share	4.370	4.370	4.370
United States Assessment (in Dollars)	16	16	17

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Organization for the Prohibition of Chemical Weapons

The Hague, The Netherlands

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	18,970	18,269	18,079

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The annual assessment is estimated to increase by seven percent over the FY 2024 amount. Under Articles IV and V of the Chemical Weapons Convention, the United States and other states party to the Convention must reimburse the Organization for the Prohibition of Chemical Weapons (OPCW) for inspection and verification expenses related to OPCW activities within their territory, in addition to paying their assessments.

The costs of OPCW Article IV and V activities in the United States varies from year to year but is phasing out in 2024 and 2025 as U.S. chemical weapons inspections are completed. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate, as well as the inspection activity costs.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	69,887	69,886	74,783
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Euros)	15,375	15,375	16,452
Articles IV and V Costs	2,457	1,250	-
U.S. Requirement (in Euros)	17,832	16,625	16,452
Approximate Exchange Rate (Euros to $1)	0.940	0.910	0.910
U.S. Requirement in Dollars	18,970	18,269	18,079

World Trade Organization

Geneva, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollar	23,598	26,708	27,626

Explanation of Estimate

The FY 2025 assessment is an actual amount for calendar year 2024, the first year of the World Trade Organization’s (WTO's) 2024-2025 biennial budget. The U.S. assessment is paid on a deferred basis. The total assessment in Swiss francs for all members increased by 3.9 percent in calendar year 2024. The U.S. percentage share decreased from 11.67 percent in calendar year 2023 to will decrease further to 11.43 percent in calendar year 2024. The total requirement amount in dollars fluctuates depending on the Swiss franc-U.S. dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	195,500	195,500	203,100
United States Percentage Share	11.840	11.670	11.430
United States Assessment (in Swiss Francs)	23,149	22,809	23,206
Less: Prior-year Credit/Surplus	(1,160)	-	-
U.S. Requirement (in Swiss Francs)	21,989	22,809	23,206
Approximate Exchange Rate (Swiss Francs to $1)	0.930	0.850	0.840
U.S. Requirement in Dollars	23,598	26,708	27,626

Customs Cooperation Council

Brussels, Belgium

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	3,674	3,995	3,995

Explanation of Estimate

The FY 2025 assessment is an estimate for the Customs Cooperation Council's (WCO's) financial year 2025 (July 1, 2024, through June 30, 2025). The assessment in euros is expected to remain unchanged in FY 2025. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	15,589	16,524	16,524
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Euros)	3,430	3,635	3,635
Approximate Exchange Rate (Euros to $1)	0.930	0.910	0.910
U.S. Requirement in Dollars	3,674	3,995	3,995

Hague Conference on Private International Law

The Hague, The Netherlands

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	256	286	286

Explanation of Estimate

The FY 2025 assessment is an estimate for the Hague Conference on Private International Law's fiscal year 2025 (July 1, 2024, through June 30, 2025) budget. The assessment is expected to remain unchanged from FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	4,298	4,883	4,883
United States Percentage Share	5.070	4.940	4.940
United States Assessment (in Euros)	218	241	241
Hague Pension Fund	19	19	19
U.S. Requirement (in Euros)	237	259	260
Approximate Exchange Rate (Euros to $1)	0.930	0.910	0.910
U.S. Requirement in Dollars	256	286	286

International Agency for Research on Cancer

Lyon, France

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	1,810	1,864	1,818

Explanation of Estimate

The FY 2025 assessment is an estimated amount for calendar year 2025. The total assessment increased in FY 2024 due to an additional participating state joining the International Agency for Research on Cancer (IARC), but the U.S. share experienced a related decrease compared to FY 2023. Of the total value, 70 percent of the U.S. assessment is deferred from one U.S. fiscal year to the next. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	22,958	24,323	24,323
United States Percentage Share	7.490	6.800	6.800
United States Assessment (in Euros)	1,720	1,655	1,655
Approximate Exchange Rate (Euros to $1)	0.920	0.910	0.910
U.S. Requirement in Dollars	1,877	1,818	1,819
Fiscal Year 2022 Deferral	1,252	-	-
Fiscal Year 2023 Deferral	(1,319)	1,319	-
Fiscal Year 2024 Deferral	-	(1,273)	1,273
Fiscal Year 2025 Deferral	-	-	(1,274)

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirement in Dollars After Deferral	1,810	1,864	1,818

International Bureau for the Permanent Court of Arbitration

The Hague, The Netherlands

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	107	127	126

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in euros is expected to remain unchanged from FY 2024. The FY 2024 Assessment increased by 22.6 percent, primarily due to a mandatory increase in the U.S. percentage share of the budget. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	1,253	1,535	1,535
United States Percentage Share	7.500	7.520	7.520
United States Assessment (in Euros)	94	115	115
Budget Adjustment	3	-	-
U.S. Requirement (in Euros)	97	115	115
Approximate Exchange Rate (Euros to $1)	0.910	0.910	0.910
U.S. Requirement in Dollars	107	127	126

International Bureau of Weights and Measures

Serves, France

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	1,276	1,305	1,321

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. Calendar year 2025 is the second year of the International Bureau of Weights and Measures' quadrennial 2024-2027 budget. There is a 1.2 percent increase in the assessment in FY 2025. Of the total value, 70 percent of the U.S. assessment is deferred from one U.S. fiscal year to the next.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	12,731	13,161	13,161
United States Percentage Share	9.250	9.250	9.250
United States Assessment (in Euros)	1,178	1,217	1,217
Approximate Exchange Rate (Euros to $1)	0.910	0.910	0.910
U.S. Requirement in Dollars	1,295	1,314	1,338
Fiscal Year 2022 Deferral	892	-	-
Fiscal Year 2023 Deferral	(911)	911	-
Fiscal Year 2024 Deferral	-	(920)	920
Fiscal Year 2025 Deferral	-	-	(937)
U.S. Requirement in Dollars After Deferral	1,276	1,305	1,321

International Center for the Study of the Preservation and Restoration of Cultural Property

Rome, Italy

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	919	928	927

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025, the second year of the 2024-2025 biennium. The assessment in euros is projected to remain unchanged compared to FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	3,837	3,837	3,837
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Euros)	844	844	844
Approximate Exchange Rate (Euros to $1)	0.920	0.910	0.910
U.S. Requirement in Dollars	919	928	927

International Copper Study Group

Lisbon, Portugal

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	31	30	30

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in euros is projected to remain unchanged from FY 2023. The International Copper Study Group assessment rates are based on 50 percent of the assessment distributed against all members and the remainder calculated based on production, usage, or trade in copper. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	545	545	545
United States Percentage Share	5.000	5.000	5.000
United States Assessment (in Euros)	27	27	27
Approximate Exchange Rate (Euros to $1)	0.940	0.900	0.910
U.S. Requirement in Dollars	31	30	30

International Cotton Advisory Committee

Washington, D.C., United States

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	401	320	320

Explanation of Estimate

The FY 2025 assessment is an estimate for the International Cotton Advisory Committee's fiscal year 2024/2025 (July 1, 2024, to June 30, 2025) budget. The assessment for FY 2025 will be negotiated and determined in FY 2024, and changing membership may affect the U.S. share of the total. Assessments also vary based on a Member State's percentage of global cotton production.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	1,865	1,865	1,865
United States Percentage Share	21.500	17.130	17.160
United States Assessment (in Dollars)	401	320	320

International Grains Council

London, England

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	388	425	424

Explanation of Estimate

The FY 2025 assessment is an estimate for the International Grains Council's fiscal year 2024/2025 (July 1, 2024, to June 30, 2025) budget. The total members assessment in pounds is expected to remain unchanged. The total requirement amount in dollars fluctuates depending on the pound-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Pounds)	1,536	1,652	1,652
United States Percentage Share	21.090	20.300	20.300
United States Assessment (in Pounds)	324	335	335
Approximate Exchange Rate (Pounds to $1)	0.810	0.790	0.790
U.S. Requirement in Dollars	388	425	424

International Hydrographic Organization

Monte Carlo, Monaco

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	109	118	111

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025, the second year of the International Hydrographic Organization 2024-2026 triennial budget. The assessment in euros is expected to be unchanged from FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	3,264	3,264	3,264
United States Percentage Share	3.080	3.080	3.080
United States Assessment (in Euros)	101	101	101
Approximate Exchange Rate (Euros to $1)	0.930	0.920	0.910
U.S. Requirement in Dollars	109	118	111

International Institute for the Unification of Private Law

Rome, Italy

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	138	151	151

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in euros is expected to remain unchanged from FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	2,277	2,473	2,473
United States Percentage Share	5.580	5.560	5.560
United States Assessment (in Euros)	127	137	137
Approximate Exchange Rate (Euros to $1)	0.920	0.910	0.910
U.S. Requirement in Dollars	138	151	151

International Lead and Zinc Study Group

Lisbon, Portugal

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	32	35	32

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in euros is expected to remain unchanged compared to FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	393	393	393
United States Percentage Share	7.500	7.500	7.500
United States Assessment (in Euros)	29	29	29
Approximate Exchange Rate (Euros to $1)	0.910	0.910	0.910
U.S. Requirement in Dollars	32	35	32

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International Organization of Legal Metrology

Paris, France

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	125	128	131

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025, the third year of the International Organization of Legal Metrology's 2022-2025 quadrennial budget. The assessment in euros is projected to increase by 1.3 percent from FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	2,131	2,161	2,190
United States Percentage Share	5.410	5.410	5.410
United States Assessment (in Euros)	115	117	118
Approximate Exchange Rate (Euros to $1)	0.920	0.910	0.910
U.S. Requirement in Dollars	125	128	131

International Renewable Energy Agency

Abu Dhabi, United Arab Emirates

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	4,206	4,769	4,769

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025, the second year of the 2024-2025 biennium. The total assessments for all members remain unchanged from FY 2024.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	21,675	21,675	21,675
United States Percentage Share	22.000	22.000	22.000
United States Assessment (in Dollars)	4,768	4,769	4,769
Less: Prior Year Credit/Surplus	(562)	-	-
U.S. Requirement in Dollars	4,206	4,769	4,769

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International Seed Testing Association

Zurich, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	12	12	12

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in Swiss francs is expected to remain unchanged. The International Seed Testing Association (ISTA) generates 46 percent of its income from the sale of goods and services and 54 percent from assessments according to the number of seed-testing laboratories in each member country. The United States has two ISTA-accredited laboratories, one in the U.S. Forest Service and one in the Agricultural Marketing Service. The total requirement amount in dollars fluctuates depending on the Swiss franc-U.S. dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	1,342	1,342	1,342
United States Percentage Share	0.780	0.780	0.780
United States Assessment (in Swiss Francs)	10	10	10
Approximate Exchange Rate (Swiss Francs to $1)	0.830	0.830	0.840
U.S. Requirement in Dollars	12	12	12

International Tropical Timber Organization

Yokohama, Japan

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	296	311	293

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment is expected to remain unchanged from FY 2024.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Dollars)	7,031	7,031	7,031
United States Percentage Share	4.160	4.160	4.160
United States Assessment (in Dollars)	296	311	293

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International Union for the Conservation of Nature and Natural Resources

Gland, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	562	587	588

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025, the first year of the International Union for the Conservation of Nature and Natural Resources' 2025-2028 quadrennial program of work. The assessment in Swiss francs is expected to remain unchanged. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	13,000	13,000	13,000
United States Percentage Share	3.800	3.800	3.800
United States Assessment (in Swiss Francs)	494	494	494
Approximate Exchange Rate (Swiss Francs to $1)	0.880	0.840	0.840
U.S. Requirement in Dollars	562	587	588

International Union for the Protection of New Varieties of Plants

Geneva, Switzerland

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	306	319	319

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025, the second year of the International Union for the Protection of New Varieties of Plants' 2024-2025 biennial budget. The assessment in Swiss francs is expected to remain unchanged. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Swiss Francs)	3,559	3,559	3,570
United States Percentage Share	7.540	7.540	7.510
United States Assessment (in Swiss Francs)	268	268	268
Approximate Exchange Rate (Swiss Francs to $1)	0.880	0.840	0.840
U.S. Requirement in Dollars	306	319	319

World Organization for Animal Health

Paris, France
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	277	324	325

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in euros is expected to remain unchanged from FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	12,858	14,804	14,804
United States Percentage Share	2.000	2.000	2.000
United States Assessment (in Euros)	257	296	296
Approximate Exchange Rate (Euros to $1)	0.930	0.910	0.910
U.S. Requirement in Dollars	277	324	325

Bureau of International Expositions

Paris, France
($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirements in Dollars	78	79	99

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in euros is expected to remain unchanged from FY 2024. The total requirement amount in dollars fluctuates depending on the euro-dollar exchange rate.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in Euros)	2,451	2,451	2,451
United States Percentage Share	3.670	3.670	3.670
United States Assessment (in Euros)	90	90	90
Approximate Exchange Rate (Euros to $1)	1	1	0.910
U.S. Requirement in Dollars	78	79	99

International Energy Forum

Riyadh, Saudi Arabia

($ in thousands)

Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
U.S. Requirement in Dollars	-	286	286

Explanation of Estimate

The FY 2025 assessment is an estimate for calendar year 2025. The assessment in dollars is expected to remain unchanged from FY 2024. Funds for the assessment were requested through the CIO account for the first time in FY 2024.

Detailed Computation of Estimate	FY 2023 Actual	FY 2024 Assessment	FY 2025 Assessment
Assessment Against Members (in dollars)	-	4,771	4,771
United States Percentage Share	-	6.000	6.000
United States Assessment (in dollars)	-	286	286

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Statutory Authorizations

United Nations and Affiliated Agencies

Food and Agriculture Organization

Public Law 79-197 approved July 31, 1945; as amended by P.L. 81-806 approved September 21, 1950; P.L. 84-726 approved July 18, 1956; P.L. 85-141 approved August 14, 1957; P.L. 87-195 approved September 4, 1961 (22 U.S.C. 279-279d). United Nations Food and Agriculture Organization Constitution, adopted by the United States effective October 16, 1945 (T.I.A.S. 1554) and composite text, as amended to 1957 (T.I.A.S. 4803).

International Atomic Energy Agency

P.L. 85-177 approved August 28, 1957 (22 U.S.C. 2021-2026). International Atomic Energy Statute, ratification advised by the Senate June 18, 1957 (T.I.A.S. 3873).

International Civil Aviation Organization

Convention on International Civil Aviation, Chapter XV, 1944, ratification advised by the Senate July 25, 1946 (T.I.A.S. 1591).

International Labor Organization

P.L. 80-843 approved June 30, 1948, as amended by P.L. 81-806 approved June 30, 1958 (22 U.S.C. 271-272a). International Labor Organization Constitution amendment, acceptance by the United States deposited August 2, 1958 (T.I.A.S. 1868).

International Maritime Organization

Intergovernmental Maritime Consultative Organization Convention, ratification advised by the Senate July 27, 1950, and entered into force for the United States March 17, 1958 (T.I.A.S. 4044).

International Telecommunication Union

International Telecommunication Convention, with Annexes and Protocol, Malaga-Torremolinos, 1973 ratification by Senate January 22, 1976, and entered into force for the United States in April 1976 (T.I.A.S. 8572); as amended, Nairobi, 1982, ratification by the President, December 26, 1985, and entered into force for the United States on January 10, 1986.

United Nations

P.L. 79-264 approved December 20, 1945; as renumbered and amended by P.L. 81-341 approved October 10, 1949 (22 U.S.C. 287-287e). United Nations Charter, ratification advised by the Senate, July 28, 1945 (T.S. 933).

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

United Nations Educational, Scientific, and Cultural Organization

Constitution of the United Nations Educational, Scientific, and Cultural Organization, concluded at London November 16, 1945; entered into force November 4, 1946; reentered into force for the United States October 1, 2003 (T.I.A.S 1580).

Universal Postal Union

Universal Postal Convention, Rio de Janeiro, 1979, entered into force for the United States July 1, 1981 (T.I.A.S. 9972).

World Health Organization

P. L. 643, 80th Congress, approved June 14, 1948; P. L. 807, 81st Congress, approved September 21, 1950; P. L. 655, 83rd Congress, approved August 26, 1954; P. L. 138, 84th Congress, approved July 8, 1955 (22 U.S.C. 290 - 290e). World Health Organization Constitution, entered into force for the United States June 21, 1948 (T.I.A.S. 1808).

World Intellectual Property Organization

- Paris Union - P.L. 86-614 approved July 12, 1960, as amended by P.L. 88-69 approved July 19, 1963, as amended by P.L. 92-511 approved October 20, 1972 (22 U.S.C. 260f), as further amended by P.L. 98-164 approved November 22, 1983. Stockholm revision to the Paris Convention for Protection of Industrial Property, Senate consent to ratification February 28, 1970 (T.I.A.S. 6923), as amended by P.L. 98-164 approved November 22, 1983.

- Nice Union - The U.S. Senate gave its advice and consent to ratification of the Nice Agreement on December 11, 1971 (T.I.A.S. 7418).

- Strasbourg Union - The U.S. Senate gave its advice and consent to ratification of the Strasbourg Agreement on October 30, 1973 (T.I.A.S. 8140).

- Berne Convention on the Protection of Literacy and Artistic Works - Implementing legislation became effective March 1, 1989.

World Meteorological Organization

World Meteorological Organization Convention, ratification advised by the Senate April 20, 1949 (T.I.A.S. 5947).

Inter-American Organizations

Inter-American Institute for Cooperation on Agriculture

Inter-American Institute of Agricultural Sciences Convention, ratification advised by the Senate June 22, 1944 (T.S. 987). Protocol to the Convention, deposited by the United States November 3, 1959. Revised statutes changing the name of the Institute to Inter-American Institute for Cooperation on Agriculture and incorporating changes in the Institute were adopted by two-thirds of member countries, including the United States, on February 18, 1981. The United States deposited its ratification to the revised statutes on October 24, 1980.

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

Organization of American States

Organization of American States Charter, ratification advised by the Senate on August 28, 1950 (T.I.A.S. 2361).

Pan American Health Organization

Pan American Sanitary Convention, ratification advised by the Senate, February 23, 1925 (T.S. 714).

Pan American Institute of Geography and History

Public Resolution 74-42 approved August 2, 1935, as amended by P.L. 83-736 approved August 31, 1954, as further amended by P.L. 90-645 approved October 13, 1966 (22 U.S.C. 273), P.L. 91-340 approved July 17, 1970, and P.L. 97-241 approved August 24, 1982.

Regional Organizations

Asia-Pacific Economic Cooperation

P.L. 103-236 (Section 424), approved April 30, 1994.

Colombo Plan Council for Technical Cooperation

P.L. 86-108 (Section 502), approved July 24, 1959 (22 U.S.C. 1896b).

NATO Parliamentary Assembly

P.L. 84-689 approved July 11, 1956, as amended by P.L. 85-477 approved June 30, 1958, and P.L. 90-137 approved November 14, 1967 (22 U.S.C. 1928A-1928D).

North Atlantic Treaty Organization (NATO)

North Atlantic Treaty, ratification advised by the Senate July 21, 1949 (T.I.A.S. 1964) (22 U.S.C. 19286), P.L. 87-195 (Section 628, 629, and 630) approved September 4, 1961; as amended by P.L. 89-171, approved September 6, 1965 (22 U.S.C. 2388-2390).

Organization for Economic Cooperation and Development (OECD)

OECD Convention, ratification advised by the Senate March 16, 1961 (T.I.A.S. 4891). P.L. 87-195 (Sections 628, 629 and 630) approved September 4, 1961, as amended by P.L. 89-171, approved September 5, 1965 (22 U.S.C. 2388-2390).

Pacific Community

P.L. 80-403, approved January 28, 1948, as amended by P.L. 81-806 approved September 21, 1950, and further amended by P.L. 86-472 approved May 14, 1960; P.L. 88-263 approved January 31, 1964; P.L. 89-91 approved July 27, 1965 (22 U.S.C. 280-280c); P.L. 91-632 approved December 31, 1970; and P.L. 92-490 approved October 13, 1972. South Pacific Commission Agreement entered into force July 29, 1948 (T.I.A.S. 2317) and amendment to the agreement entered into force July 15, 1965.

Other International Organizations

Bureau of International Expositions

P.L. 115-32, approved May 8, 2017. Convention relating to International Exhibitions, signed at Paris November 22, 1928, with Protocols and Amendments, entered into force for the United States May 10, 2017.

Customs Cooperation Council

Customs Cooperation Convention, ratification by the Senate October 4, 1968; instruments of accession deposited November 5, 1970 (T.I.A.S 7063).

Hague Conference on Private International Law

P.L. 88-244, as amended by P.L. 92-497 approved October 17, 1972 (22 U.S.C. 269g-1). Hague Conference on Private International Law Statute, entered into force on October 15, 1964 (T.I.A.S. 5710).

International Agency for Research on Cancer

P.L. 92-484 approved October 14, 1972. Statute of International Agency for Research on Cancer, entered into force September 15, 1965 (T.I.A.S. 5873).

International Bureau of the Permanent Court of Arbitration

Pacific Settlement of International Disputes Convention, ratification advised by the Senate April 2, 1908 (T.S. 536).

International Bureau of Weights and Measures

International Bureau of Weights and Measures Convention, ratification advised by the Senate May 15, 1978, (T.S. 378) and amending convention, ratification advised by the Senate January 5, 1923 (T.S. 673).

International Center for the Study of the Preservation and Restoration of Cultural Property

P.L. 89-665 approved October l5, 1966, amended by P.L. 91-243 approved May 9, 1970; P.L. 93-54 approved July 1, 1973; P.L. 94-422 approved September 28, 1976; and P.L. 96-199 approved March 5, 1980. Statutes of the International Center for the Study of the Preservation and Restoration of Cultural Property, entered into force May 10, 1958; for the United States January 20, 1971 (T.I.A.S. 7038).

International Copper Study Group

The United States accepted the Terms of Reference (TOR) of the ICSG on March 15, 1990. The acceptance was signed by the Acting Secretary and deposited with the UN Secretary-General. Legislative authority for U.S. membership was included in the State Department's Authorization Act for the Fiscal Years 1994 and 1995 (P.L. 103-236). TOR of the International Copper Study Group, done at Geneva February 24, 1989; entered into force January 23, 1992.

International Cotton Advisory Committee

P.L. 94-350 approved July 12, 1976.

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International Grains Council

Treaty Doc. 105-16 approved June 26, 1998. Grains Trade Convention (part of international grains agreement), done at London December 7, 1994; entered into force July 1, 1995; entered into force for the United States May 21, 1999.

International Hydrographic Organization

International Hydrographic Convention, approval advised by the Senate on May 13, 1968 (T.I.A.S. 6933).

International Institute for the Unification of Private Law

P.L. 84-44 approved December 30, 1963, as amended by P.L. 92-497 approved October 17, 1972 (22 U.S.C. 269g-1). Charter of the International Institute for the Unification of Private Law, entered into force for the United States March 13, 1964 (T.I.A.S. 5743).

International Lead and Zinc Study Group

P.L. 94-350 approved July 12, 1976.

International Organization of Legal Metrology

The Convention on Legal Metrology, as amended; ratified by Senate on August 11, 1972, and entered into force on October 22, 1972 (T.I.A.S. 7533).

International Renewable Energy Agency

P.L. 111-212 (Section 1014), approved July 29, 2010.

International Seed Testing Association

P.L. 94-350 approved July 12, 1976.

International Tropical Timber Organization (ITTO)

Section 401(b) of the Foreign Relations Authorization Act, Fiscal Years 1990 and 1991 (P.L. 101-246 of February 16, 1996) authorizes funding for ITTO out of the Contributions to International Organizations account. The International Tropical Timber Agreement, 1994, which replaced ITTA 1983, entered into force provisionally January 1, 1997. The Secretary of State signed an instrument of acceptance for ITTA 1994 on November 7, 1996, which was deposited at the United Nations on November 14, 1996.

International Union for the Conservation of Nature and Natural Resources

Language authorizing U.S. membership is included in Title IV, Section 402 of the State Department Authorization Act for the Fiscal Years 1990 and 1991 (P.L. 101-246).

CONTRIBUTIONS TO INTERNATIONAL ORGANIZATIONS

International Union for the Protection of New Varieties of Plants

International Convention for the Protection of New Varieties of Plants of December 6, 1961, as revised. Done at Geneva October 23, 1978; entered into force November 8, 1981; ratified February 22, 1999 (Treaty Document 104-17).

Organization for the Prohibition of Chemical Weapons

Convention on the Prohibition of the Development, Production, Stockpiling, and Use of Chemical Weapons and on their Destruction, ratification advised by the Senate April 24, 1997; instrument of ratification deposited April 25; entered into force April 29, 1997.

World Organization for Animal Health

International Agreement for the creation at Paris of the International Office of Epizootics, ratification advised by the Senate May 5, 1975 (T.I.A.S. 8141).

World Trade Organization

Uruguay Round Agreement Act, P.L. 103-465, enacted December 8, 1994.

Proposed Appropriation Language

CONTRIBUTIONS FOR INTERNATIONAL PEACEKEEPING ACTIVITIES

For necessary expenses to pay assessed and other expenses of international peacekeeping activities directed to the maintenance or restoration of international peace and security, $1,234,144,000, to remain available until September 30, 2026: Provided, That such funds may be made available above the amount authorized in section 404(b)(2) of the Foreign Relations Authorization Act, Fiscal Years 1994 and 1995 (22 U.S.C. 287e note).

CONTRIBUTIONS FOR INTERNATIONAL PEACEKEEPING ACTIVITIES

Resource Summary

($ in thousands)

Contributions for International Peacekeeping Activities (CIPA)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Contributions for International Peacekeeping Activities	**1,381,915**	**1,381,915**	**1,234,144**	**(147,771)**
Enduring	1,481,915	1,481,915	1,234,144	(247,771)
Rescissions/Cancellations	(100,000)	(100,000)	-	100,000

WHO WE ARE & WHY IT MATTERS

The Contributions for International Peacekeeping Activities (CIPA) account supports international peacekeeping activities that seek to maintain or restore international peace and security. The account serves as the source of funding for U.S. contributions to ten United Nations (UN) peacekeeping missions and the UN International Residual Mechanism for Criminal Tribunals.

The United States has a compelling national interest in preventing the outbreak, escalation, and spread of conflicts that could contribute to threats to international peace and security. UN peacekeeping is a powerful tool to address these threats in a way that allows other countries to shoulder their share of the burden by contributing funding; providing uniformed peacekeepers, enablers, and civilians; offering political support; and providing training and leadership.

JUSTIFICATION OF REQUEST

The FY 2025 Request of $1.2 billion reflects U.S. contributions for international peacekeeping activities for the UN peacekeeping financial year from July 1, 2025, through June 30, 2026.

The Request assumes that U.S. contributions remain capped at 25 percent, consistent with current U.S. law. The actual U.S. assessment rate, currently set at 26.9 percent, is determined through UN General Assembly resolutions. As a result, the Department anticipates the United States will continue to incur arrears based on the difference between the amount assessed by the UN and that which is actually paid by the Department in FY 2025. The General Assembly will adopt the 2025-2027 peacekeeping scale of assessments in December 2024.

The FY 2025 Request reflects the Administration's commitment to reassert U.S. leadership in UN peacekeeping. The Department and the U.S. Mission to the United Nations (USUN) in New York are working to strengthen and reform UN peacekeeping operations to make them as effective and efficient as possible, while also providing peacekeeping missions with realistic and achievable mandates and the resources to fully implement them.

The Department and USUN review each existing mission's mandate as it comes up for renewal to ensure that mandates are designed and implemented to better address conflicts; facilitate conditions conducive to life-saving humanitarian assistance; support political solutions; and meet the needs of the people on the ground. Where peacekeeping missions have fulfilled their mandates, the Department and USUN work with other Security Council members to close or transition these missions, such as in recent cases in Darfur, Sudan, and Mali.

CONTRIBUTIONS FOR INTERNATIONAL PEACEKEEPING ACTIVITIES

The Department and the U.S. Mission to the United Nations continue to advocate for increased accountability for performance in UN peacekeeping. As a result of U.S. efforts, in 2020 the UN began implementing the Integrated Peacekeeping Performance and Accountability Framework (IPPAF). The Framework: identifies clear performance standards for all peacekeeping personnel; better systematizes performance evaluation and accountability; and outlines actions that peacekeeping missions and the Secretariat should take to rectify serious, systemic underperformance, as well as recognize outstanding performance.

UN Peacekeeping Operations Funded Through the CIPA Account

- The **United Nations Disengagement Observer Force (UNDOF)** is tasked with maintaining the ceasefire between Israel and Syria, UNDOF has largely completed its return to the Area of Separation and partially resumed inspections on both the Alpha (Israeli) and the Bravo (Syrian) sides of the border. However, the ongoing Gaza conflict and the presence of armed elements in the Area of Separation have delayed these efforts. The mission will continue to monitor the ceasefire between Israel and Syria according to the 1974 Disengagement of Forces Agreement in a volatile environment.

- The **United Nations Interim Force in Lebanon (UNIFIL)** continues to contribute to peace and security in southern Lebanon and along its border with Israel. UNIFIL maintains its efforts while operating in an increasingly challenging post-October 7, 2023 environment. In this critical period, UNIFIL's actions in its role as a channel for deconfliction between the Israel Defense Forces (IDF) and the Lebanese Armed Forces (LAF) help limit the risk of miscalculation and unintended escalation. The mission's other critical functions include its Maritime Task Force and patrols along the Blue Line, which contributed to security even as freedom of movement and access restrictions prevent full implementation of UNIFIL's mandate.

- The **United Nations Peacekeeping Force in Cyprus (UNFICYP)** continues to serve as a stabilizing force in Cyprus by monitoring the ceasefire to ensure stability and lay a foundation for the resumption of UN-facilitated, Cypriot-led settlement talks. The mission sustains its efforts to monitor and address increased activities by the Greek and Turkish Cypriot communities in the buffer zone, including the groups' establishment of prefabricated firing positions along the southern ceasefire line and inside the buffer zone.

- The **United Nations Interim Administration Mission in Kosovo (UNMIK)** continues to promote security, stability, and respect for human rights in Kosovo.

- The **United Nations Organization Stabilization Mission in the Democratic Republic of Congo (DRC, MONUSCO)** focuses on: providing protection to civilians; supporting national disarmament, demobilization, and reintegration efforts; undertaking security sector reform; and executing other tasks specified in UN Security Council Resolution 2717 (December 2023). Resolution 2717 also renewed MONUSCO for a one-year period and authorized the mission to begin its gradual, responsible, and sustainable withdrawal from the DRC, beginning with South Kivu. The resolution authorizes a reduction in the uniformed personnel ceiling from 16,161 to 13,813 after July 1, 2024. During this transition, the Force Intervention Brigade will continue using its offensive mandate to proactively protect civilians from armed groups.

- The **United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)** focuses on its priority tasks of: protecting civilians from the threat of physical

violence; advancing the extension of state authority; supporting the peace process; facilitating the delivery of humanitarian assistance; promoting respect for human rights; facilitating political dialogue; bolstering security sector reform; providing technical support for disarmament, demobilization, reinsertion, and reintegration (DDRR) programs; aiding efforts to bring to justice those responsible for war crimes and crimes against humanity in Central African Republic (CAR); and supporting the implementation of the arms embargo.

- The **United Nations Interim Security Force for Abyei (UNISFA), Abyei, Sudan/South Sudan** focuses on protecting civilians, monitoring human rights violations and abuses, facilitating the delivery of humanitarian assistance, and supporting the Joint Border Verification and Monitoring Mechanism. The security situation in Abyei continues to be challenging due to: ongoing hostilities between the Twic Dinka and Ngok Dinka over land disputes; an influx of displaced persons, including refugees and returnees fleeing from fighting in Sudan and the violence in South Sudan; clashes between the Ngok Dinka and Misseriya over migration-related issues; and the persistent presence of Sudanese and South Sudanese armed forces within the disputed border. Lack of progress by Sudan and South Sudan on resolving the final status of Abyei and establishing interim institutions necessitate UNISFA's maintained presence.

- The **United Nations Mission in South Sudan (UNMISS)** plays a critical role in protecting civilians, creating conditions conducive to the delivery of humanitarian assistance, supporting the peace process, and monitoring and investigating human rights. UNMISS's continued presence is necessary given the Sudan crisis, escalating subnational violence, increased human rights abuses, the growing humanitarian crisis, and shrinking political and civic space. These issues are further compounded by a continued lack of sustained commitment from South Sudanese parties to fully implement their political and security agreements, which are essential for a successful transition and free and fair elections.

- The **United Nations Mission for the Referendum in Western Sahara (MINURSO)** works to deter the escalation of hostilities in Western Sahara and support the parties involved in achieving a lasting settlement. Personal Envoy of the UN Secretary-General for Western Sahara Staffan de Mistura continues to build momentum for the UN-led political process through bilateral consultations with relevant parties, including members of the Group of Friends for Western Sahara (United States, United Kingdom, France, Spain, and Russia).

- The **United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)** completed its drawdown and withdrawal from Mali on December 31, 2023, in line with the UN Security Resolution adopted June 30, 2023. The current liquidation process is of undetermined length but not likely to extend beyond June 2025. During this process, the mission oversees the final repatriation of assets and the disposal of remaining UN equipment. Reporting to the UN Department of Operational Support and coordination staff, a small team from troop- and police-contributing countries will remain at MINUSMA sites in Bamako and Gao to support the liquidation.

The Request also contains funding for the UN International Residual Mechanism for Criminal Tribunals through the CIPA account. The mission will continue to undertake critical war crimes accountability efforts in follow-up to the International Criminal Tribunal for the former Yugoslavia and the International Criminal Tribunal for Rwanda.

For FY 2025, the Department requests that funds be appropriated in the CIPA account as two-year funds due to both the unpredictability of the requirements from year to year and the inherent nature of multi-year operations that have mandates overlapping U.S. fiscal years.

CONTRIBUTIONS FOR INTERNATIONAL PEACEKEEPING ACTIVITIES

Resource Summary

($ in thousands)

Activities	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request [1]	FY 2025 Request vs. FY 2023 Actual
Activities				
UN Peacekeeping Force in Cyprus (UNFICYP)	9,533	10,248	9,533	-
UN Disengagement Observer Force (UNDOF)	20,647	22,196	20,647	-
UN Interim Force in Lebanon (UNIFIL)	157,906	169,749	157,906	-
UN Mission Referendum in Western Sahara (MINURSO)	19,138	20,573	19,138	-
UN Interim Administration Mission Kosovo (UNMIK)	11,950	12,846	11,950	-
UN Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO)	315,515	287,361	315,515	-
UN International Residual Mechanism for Criminal Tribunals (UNIRMCT)	9,667	9,667	9,667	-
The United Nations Interim Security Force for Abyei (UNISFA)	104,510	112,348	104,510	-
UN Mission in South Sudan (UNMISS)	341,920	389,956	341,920	-
UN Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) [2]	159,001	141,425	-	(159,001)
UN Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)	339,587	377,487	339,587	-
Total Annual Requirements	**1,489,374**	**1,553,857**	**1,330,373**	**(159,001)**
Adjustments to Assessments				
Auto-Application of Credits	(37,654)	-	-	37,654
Subtotal, Assessments after Adjustments	**1,451,720**	**1,553,857**	**1,330,373**	**(121,347)**
Adjustments to Contributions				
Contributions Not Payable Due to the Statutory Cap	(70,544)	(112,394)	(96,229)	(25,685)
Subtotal, Contributions after Adjustments	**1,381,176**	**1,441,463**	**1,234,144**	**(147,032)**
Appropriated Funds and Request				
Contributions for International Peacekeeping Activities	1,481,915	1,481,915	1,234,144	(247,771)
Total Contributions for International Peacekeeping Activities	**1,481,915**	**1,481,915**	**1,234,144**	**(247,771)**
Prior-Year Carryforward Funds				
FY 2022 Carryforward into FY 2023	133,693	-	-	-
FY 2023 Carryforward into FY 2024	-	134,432	-	-

CONTRIBUTIONS FOR INTERNATIONAL PEACEKEEPING ACTIVITIES

Activities	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request [1]	FY 2025 Request vs. FY 2023 Actual
Rescission of Unobligated Balances [3]	(100,000)	(100,000)	-	100,000
Total Availability for Contributions for International Peacekeeping Activities	**1,515,608**	**1,516,347**	**1,234,144**	**-**
Estimated Funds Remaining	134,432	74,884		

[1] FY2025 Request amounts are estimates of U.S. assessments from July 1, 2025, through June 30, 2026, at 26.9 percent. The UN will approve budgets and assessments levels in June 2025 and the actual 2025-2027 assessment rates in December 2024.
[2] FY2024 Updated Estimate amount for MINUSMA includes the actual U.S. assessment -- which the UN General Assembly approved December 2023 for January 1 through June 30, 2024 -- and the estimate of assessments from July 1, 2024, through June 30, 2025, for liquation process. The mission has been closed as of June 30, 2023.
[3] Section 7074(c) of the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2023 (Div. K, P.L. 117-328) rescinds $100 million in unobligated and unexpended balances from FY 2022 funds. The FY 2024 Updated Estimate for Appropriated Funds is assumed to be equal to FY 2023 Actual.

INTERNATIONAL COMMISSIONS

International Boundary and Water Commission - Salaries and Expenses
International Boundary and Water Commission - Construction
American Sections:

International Joint Commission
International Boundary Commission
North American Development Bank

International Fisheries Commissions

Proposed Appropriation Language

INTERNATIONAL COMMISSIONS

For necessary expenses, not otherwise provided for, to meet obligations of the United States arising under treaties, or specific Acts of Congress, as follows:

INTERNATIONAL BOUNDARY AND WATER COMMISSION, UNITED STATES AND MEXICO

For necessary expenses for the United States Section of the International Boundary and Water Commission, United States and Mexico, and to comply with laws applicable to the United States Section, including not to exceed $6,000 for representation expenses, as follows:

SALARIES AND EXPENSES

For salaries and expenses, not otherwise provided for, $69,300,000, of which $10,395,000 may remain available until September 30, 2026.

CONSTRUCTION (INCLUDING TRANSFER OF FUNDS)

For detailed plan preparation and construction of authorized projects, $78,000,000, to remain available until expended, as authorized: Provided, That of the funds appropriated under this heading in this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs for the United States Section, up to $5,000,000 may be transferred to, and merged with, funds appropriated under the heading "Salaries and Expenses" to carry out the purposes of the United States Section, which shall be subject to the regular notification procedures of the Committees on Appropriations: Provided further, That such transfer authority is in addition to any other transfer authority provided in this Act.

AMERICAN SECTIONS, INTERNATIONAL COMMISSIONS

For necessary expenses, not otherwise provided, for the International Joint Commission and the International Boundary Commission, United States and Canada, as authorized by treaties between the United States and Canada or Great Britain, $14,332,000: Provided, That of the amount provided under this heading for the International Joint Commission, up to $1,250,000 may remain available until September 30, 2026, and up to $9,000 may be made available for official reception and representation expenses: Provided further, That of the amount provided under this heading for the International Boundary Commission, up to $1,000 may be made available for official reception and representation expenses.

INTERNATIONAL FISHERIES COMMISSIONS

For necessary expenses for international fisheries commissions, not otherwise provided for, as authorized by law, $55,266,000: Provided, That the United States share of such expenses may be advanced to the respective commissions pursuant to section 3324 of title 31, United States Code.

Proposed Appropriation Language

For necessary expenses for the United States Section of the International Boundary and Water Commission, United States and Mexico, and to comply with laws applicable to the United States Section, including not to exceed $6,000 for representation expenses, as follows:

SALARIES AND EXPENSES

For salaries and expenses, not otherwise provided for, $69,300,000, of which $10,395,000 may remain available until September 30, 2026.

INTERNATIONAL BOUNDARY AND WATER COMMISSION
SALARIES AND EXPENSES

Resource Summary

($ in thousands)

International Boundary and Water Commission - Salaries and Expenses (IBWC - S&E)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
IBWC - Salaries and Expenses	57,935	57,935	69,300	11,365
Positions	263	263	263	-

WHO WE ARE & WHY IT MATTERS

The International Boundary and Water Commission (IBWC) is a binational commission established to implement boundary and water treaties and international agreements between the United States and Mexico. IBWC works to resolve binational issues that arise during the application of those treaties and agreements regarding boundary demarcation, national ownership of waters, sanitation, water quality, and flood control in the border region. IBWC consists of a United States Section (USIBWC) and a Mexican Section (MXIBWC), each of which is independently funded and administered by its respective country. USIBWC is headquartered in El Paso, Texas and receives foreign policy guidance from the U.S. Department of State. USIBWC also has a diplomatic liaison located in the Bureau of Western Hemisphere Affairs' Office of Mexican Affairs and twelve field offices strategically located along the United States-Mexico border for the operation and maintenance of both domestic and international works authorized under treaty.

USIBWC is responsible for the overall management and operation of programs, facilities, and infrastructure created according to relevant treaties with Mexico. Supporting the interests of the United States, IBWC operates in a manner consistent with the provisions of international agreements and coordinates with Mexico.

IBWC works to develop effective, feasible, sustainable, and environmentally sound solutions to water and boundary issues arising along the nearly 2,000-mile border between the two partner countries. The border region covers the U.S. states of Texas, New Mexico, Arizona, and California, and the Mexican states of Tamaulipas, Nuevo León, Coahuila, Chihuahua, Sonora, and Baja California. Most projects undertaken by the Commission are developed jointly by the U.S. and Mexican sections and require close coordination for their full implementation.

USIBWC's mission is to:

- preserve and demarcate the U.S.-Mexico boundary;
- protect the health of border residents by preserving the water quality of the Rio Grande, Colorado, and Tijuana Rivers;
- manage the distribution of the waters of these transboundary rivers between both countries according to applicable international agreements; and
- protect lives and property from flooding through the operation and maintenance of international flood controls, water conservation, the use of hydropower, and wastewater treatment projects along the southern U.S. border.

IBWC operates and maintains: nearly 100 hydrologic gaging stations; over 20,000 acres of floodplains; 500 miles of levees; 400 miles of channels; two international bridges; four diversion dams; two international storage dams

and associated hydroelectric power plants; roughly 700 hydraulic structures; two international wastewater treatment plants; and, one-half of all boundary monuments and markers on the land boundary and at international ports of entry. These facilities and works are managed by eight primary area operations offices and four secondary satellite offices; the satellite offices serve as extensions of primary area operations offices, which are strategically located along the border.

Water quality operations are supported by the San Diego and Nogales Area Operations Offices, which operate and maintain the South Bay and Nogales International Treatment Plants to address border sanitation problems. IBWC treats over 35 million gallons of raw sewage at the South Bay and Nogales International Wastewater Treatment Plants per day.

The other field offices support water conveyance operations, which include flood control, storage, measurement, diversion, and the delivery of river waters, including hydroelectric power generation. Every field office is responsible for the preservation and demarcation of the international land and river boundaries within its established area of jurisdiction and responsibility.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $69.3 million, $11.4 million above the FY 2023 Actual level. The Request contains funding for the management, operations, and maintenance of infrastructure and assets established for the control and conservation of river waters, treatment of transboundary wastewater flows, and demarcation of the international boundary between the United States and Mexico. The FY 2025 increase includes $6.9 million for contract escalation costs and increases to program operations, $4 million for the maintenance and repair of international wastewater treatment plants, and $519,000 for the 2025 American pay raise.

The FY 2025 Request will support 263 positions, maintaining the same level of personnel funded in FY 2023. These positions serve to advance the USIBWC's mission, including via activities addressing such issues as boundary demarcation, national ownership of waters, sanitation, water quality, and flood control in the border region. To fulfill its critical mission, the USIBWC operates under a functional organizational structure consisting of three departments: Administration, Engineering, and Operations. Additional details on these departments are broken out below.

Additional authority is requested for USIBWC to receive funds from Federal or non-Federal entities, including through grants or other agreements, to carry out the functions of the United States Section and to study, design, construct, operate, and maintain treatment and flood control works and related structures.

Administration: $14.1 million

The FY 2025 Request includes $14.1 million for the Administration Activity, which funds the Administration Department and the Executive Offices.

The Administration Activity oversees the development and implementation of existing treaties and other agreements addressing international boundary and water issues. The Administration Department engages in reaching new solutions to mitigate problems arising along the boundary before they become serious bilateral issues, subject to the foreign policy guidance of the Department of State and approval by both governments.

USIBWC has the authority to perform its own administrative activities, which include: human resources management; budgeting; finance and accounting; payroll; information and records management; and personal

property management. These activities are performed using established internal control procedures within local, state, and federal laws and regulations. USIBWC has advanced information management service capabilities and outsources the payroll and financial systems via inter-agency agreements with the U.S. Departments of State and Interior.

Engineering: $7.7 million

The FY 2025 Request contains $7.7 million for the Engineering Activity. Funding will support one Principal Engineer, as well as the various other engineers, scientists, and technical and clerical staff responsible for the development, planning, design, and management of projects. These employees also conduct the engineering surveys, studies, and investigations needed to address international boundary and water problems with Mexico, as executed in accordance with existing treaties and agreements.

Functions performed by the Engineering Department include: strategic planning; project planning and management; environmental management; engineering; land surveying; real property management; contracting; procurement; and, construction management.

In addition, the Engineering Department provides technical services which include, but are not limited to:

- the preparation, review, and execution of environmental and cultural resources studies;
- water quality monitoring and assessments;
- Geographic Information System (GIS) data management;
- the execution of hydrology and hydraulic studies;
- geotechnical investigations;
- engineering designs for new construction and renovation of buildings;
- the provision of quality assurance and technical expertise during construction of projects, hydraulic and flood control structures, hydroelectric power plant infrastructure, and wastewater treatment plant infrastructure; and
- environmental mitigation.

Operations: $47.5 million

The FY 2025 Request includes $47.5 million for the Operations Activity. Funding will support one Principal Engineer and the operations personnel required to manage, secure, operate and maintain all mission facilities and infrastructure across the 2,000-mile U.S. southern border. The Operations Department ensures that mission operations requirements are accomplished in accordance with the various treaties and international agreements concluded between the United States and Mexico.

The Operations Department mission requirements include:

- the measurement, accounting, and allocation of 1,300 miles of international river waters between the United States and Mexico, including the operation and maintenance of about 100 hydrologic gaging stations;
- the grading and repair of over 500 miles of flood control levee system, including flood gates and 700 hydraulic structures which cross the levees;
- vegetation control (mowing) of over 20,000 acres of floodplains and levee slopes;

- the regular maintenance and repair of four diversion dams and two storage dams, including the earthen embankment, as well as the steel and concrete, portions of the dams with adjacent hydropower plants;
- the operation, maintenance, and repair of the two international wastewater treatment plants, including related wastewater collection, diversion and conveyance works; and
- maintenance, repair, and security surveillance for field office grounds and facilities.

The Operations Department operates and maintains international wastewater treatment plants and flood control systems. It preserves the international river boundary and maintains the monuments and markers demarcating the international land boundary. The Operations Department also conducts all international water accounting, in close coordination with the Mexican Section.

Funds by Object Class

($ in thousands)

International Boundary and Water Commission - Salaries and Expenses (IBWC S&E)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	22,340	22,340	23,780	1,440
1200 Personnel Benefits	9,780	9,780	10,011	231
2100 Travel & Trans of Persons	1,100	1,100	1,219	119
2200 Transportation of Things	55	55	65	10
2300 Rents, Comm & Utilities	7,300	7,300	8,200	900
2400 Printing & Reproduction	10	10	16	6
2500 Other Services	14,400	14,400	22,749	8,349
2600 Supplies and Materials	1,800	1,800	2,000	200
3100 Personal Property	1,100	1,100	1,200	100
4200 Insurance Claims & Indemnities	50	50	60	10
Total	**57,935**	**57,935**	**69,300**	**11,365**

INTERNATIONAL BOUNDARY AND WATER COMMISSION
SALARIES AND EXPENSES

Summary of Budgetary Resources

($ in millions)

International Boundary and Water Commission - Salaries and Expenses (IBWC S&E)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Budgetary resources:				
Unobligated balance:				
Unobligated balance brought forward, Oct 1	4	4	5	1
Unobligated balance (total)	**4**	**4**	**5**	**1**
Budget authority:				
Appropriation	58	58	69	11
Appropriations, discretionary:	**58**	**58**	**69**	**11**
Spending authority from offsetting collections:				
Collected	**14**	**8**	**8**	**(6)**
Total budgetary resources available	**76**	**70**	**81**	**5**

Proposed Appropriation Language

For necessary expenses for the United States Section of the International Boundary and Water Commission, United States and Mexico, and to comply with laws applicable to the United States Section, including not to exceed $6,000 for representation expenses, as follows:

CONSTRUCTION (INCLUDING TRANSFER OF FUNDS)

For detailed plan preparation and construction of authorized projects, $78,000,000, to remain available until expended, as authorized: Provided, That of the funds appropriated under this heading in this Act and prior Acts making appropriations for the Department of State, foreign operations, and related programs for the United States Section, up to $5,000,000 may be transferred to, and merged with, funds appropriated under the heading "Salaries and Expenses" to carry out the purposes of the United States Section, which shall be subject to the regular notification procedures of the Committees on Appropriations: Provided further, That such transfer authority is in addition to any other transfer authority provided in this Act.

INTERNATIONAL BOUNDARY AND WATER COMMISSION CONSTRUCTION

Resource Summary

($ in thousands)

International Boundary Water Commission - Construction	FY 2023 Actual	FY 2024 Estimate[1]	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
IBWC - Construction	53,030	53,030	78,000	24,970

[1] *The Administration proposed $310 million in FY 2024 supplemental funding for improvements to Tijuana River sewage treatment facilities.*

WHO WE ARE & WHY IT MATTERS

The International Boundary and Water Commission (IBWC) is a binational commission established to implement boundary and water treaties and international agreements between the United States and Mexico. The IBWC works to resolve binational issues that arise during the application of those treaty and agreement components related to boundary demarcation, national ownership of waters, sanitation, water quality, and flood control in the border region. The IBWC consists of a United States Section (USIBWC) and a Mexican Section (MXIBWC), each of which is independently funded and administered by its respective country.

The USIBWC is headquartered in El Paso, Texas and receives foreign policy guidance from the U.S. Department of State. The Commission also has a diplomatic liaison located in the Bureau of Western Hemisphere Affairs' Office of Mexican Affairs, as well as twelve field offices strategically located along the United States-Mexico border. These offices undertake the operation and maintenance of both domestic and international works authorized under treaty.

USIBWC is responsible for the overall management and operation of programs, facilities, and infrastructure created in accordance with the United States' relevant treaties with Mexico. Supporting the interests of the United States, the USIBWC operates in a manner consistent with the provisions of international agreements and coordinates with its Mexican counterparts in the execution of activities.

The Commission works to develop effective, feasible, sustainable, and environmentally sound solutions to water and boundary issues arising along the nearly 2,000-mile border between the two countries. The border region covers the U.S. States of Texas, New Mexico, Arizona, and California, and the Mexican states of Tamaulipas, Nuevo León, Coahuila, Chihuahua, Sonora, and Baja California. Most projects are developed jointly by the U.S. and Mexican sections and require close coordination for their full implementation.

USIBWC's mission is to:

- preserve and demarcate the U.S.-Mexico boundary;
- protect the health of border residents by preserving the water quality of the Rio Grande, Colorado, and Tijuana rivers;
- manage the distribution of the waters of these transboundary rivers between both countries according to applicable international agreements; and
- protect lives and property from flooding through the operation and maintenance of international flood controls, water conservation, the use of hydropower, and wastewater treatment projects along the southern U.S. border.

INTERNATIONAL BOUNDARY AND WATER COMMISSION
CONSTRUCTION

USIBWC operates and maintains nearly 100 hydrologic gaging stations; over 20,000 acres of floodplains; 500 miles of levees; 400 miles of channels; two international bridges; four diversion dams; two international storage dams and associated hydroelectric power plants; roughly 700 hydraulic structures; two international wastewater treatment plants; and one-half of all boundary monuments and markers on the land boundary and at international ports of entry. These facilities and works are managed by eight primary area operations offices and four secondary satellite offices; the satellite offices serve as extensions of primary area operations offices, which are strategically located along the border.

Water quality and border sanitation operations are maintained by the San Diego and Nogales Area Operations Offices. These offices operate the South Bay and Nogales International Wastewater Treatment Plants, which treat over 40 million gallons of raw sewage per day.

The other field offices support water conveyance operations, which include flood control, storage, measurement, diversion, as well as the delivery of river waters, including hydroelectric power generation. Every field office is responsible for the preservation and demarcation of the international land and river boundaries within its established area of jurisdiction and responsibility.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $78.0 million, a $25 million increase above FY 2023 Actual. The Request focuses on the international wastewater treatment plants, international dams on the lower Rio Grande, and heavy mobile equipment.

FY 2025 funding will underpin the construction, rehabilitation, replacement, and procurement of capital assets and infrastructure, all of which will support and respond to USIBWC's missions of responsible stewardship and conveyance of river waters, flood control, improved transboundary water quality, and the protection federal resources and critical infrastructure.

Additional authority is being requested for USIBWC to receive funds from federal or non-federal entities, including through grants or other funding agreements. Such funds will further enable USIBWC to carry out the functions of the United States Section, as well as the study, design, construction, operation, and maintenance of treatment and flood control works and related structures. Consistent with prior fiscal years, the USIBWC requests flexibility to transfer funds between its Construction account and its Salaries and Expenses account.

Water Quality Improvement Program: $56.0 million

The Water Quality Improvement Program consists of water quality projects addressing transboundary sanitation problems at San Ysidro, California and Nogales, Arizona. Under the program, the United States constructed the South Bay and Nogales International Wastewater Treatment Facilities to capture and treat Mexican sewage flows which would otherwise flow untreated into the United States through transboundary rivers and streams. The Nogales International Wastewater Treatment Plant also treats sewage from the U.S. cities of Rio Rico, Arizona and Nogales, Arizona.

INTERNATIONAL BOUNDARY AND WATER COMMISSION
CONSTRUCTION

Tijuana River Sewage Treatment Facilities Improvements: $40.1 million

This is a multiyear project that provides for the replacement, upgrade, and rehabilitation of components of the South Bay International Wastewater Treatment Plant (SBIWTP). The SBIWTP treats over 25 million gallons of sewage per day in the Tijuana River which discharges into the Pacific Ocean near San Diego, California . In FY 2023, the USIBWC treated 10,200.43 million gallons of sewage from Mexico at the plant, yielding a daily average of 27.95 million gallons per day. The primary treatment portion of the SBIWTP was constructed and placed into operation in 1999, and secondary treatment components were later added and placed into operation in 2011 and 2016.

While the plant's treatment results are impressive, multiple assessments of the SBIWTP indicate that the plant is in dire need of a major rehabilitation and expansion to ensure that it can continue to operate in compliance with its permit. An April 2023 assessment report estimated that rehabilitation and expansion of the plant will cost roughly $600 million. The USIBWC is receiving $300 million from the United States-Mexico-Canada Agreement (USMCA) through the U.S. Environmental Protection Agency (EPA). This funding supports the expansion of the SBIWTP, which is scheduled to be completed in 2028. Given that timeline, the rehabilitation of existing plant infrastructure also needs to be completed by 2028.

The overall objective is to upgrade the SBIWTP to achieve a 50 million gallon per day sewage treatment capacity. Due to the importance and urgency of the rehabilitation project, the agency will prioritize $40 million in FY 2024 funding to initiate the rehabilitation of the existing SBIWTP infrastructure. The FY 2025 Request includes an additional $40.1 million to fund the second phase of this multi-year effort.

The project will be performed in a phased approach based on risk, priority, and available resources. However, at an annual funding level of $40 million, the rehabilitation effort would delay completion of the expansion project. If both the rehabilitation (of priority items) and expansion elements of the project are phased, it is estimated it will be completed in FY 2032; upfront funding would move the completion date closer to FY 2030. The Administration has also supported an FY 2024 supplemental request of $310 million to accelerate this work.

Nogales Sewage Treatment Plant Improvements: $15.9 million

This project provides for the rehabilitation and improvement of the Nogales International Wastewater Treatment Plant (NIWTP). The USIBWC treats about 15 million gallons of sewage per day at the NIWTP. In FY 2023, the agency treated 4,486.98 million gallons of sewage from Nogales, Sonora, Mexico and 971.36 million gallons from Rio Rico and Nogales, Arizona. This equates to daily treatment averages of 12.29 million gallons per day for Mexico and 2.66 million gallons per day for the United States, which yields a total daily average of 14.95 million gallons of wastewater treated per day at the NIWTP.

The plant was constructed and placed into operation in 1972 at its present location in Rio Rico, Arizona. It was upgraded once in 1992 and again in 2009. Unfortunately, many of the plant's components have aged and must be replaced, upgraded, and or rehabilitated in order to ensure treatment operations continue in compliance with permit requirements. The plant is not currently meeting its discharge permit requirements. As a result of this situation, the USIBWC has developed a list of capital improvements required at the NIWTP. These improvements will be addressed in a phased manner, based on priority.

The FY 2025 Request includes $15.9 million to initiate a multiyear effort to rehabilitate the NIWTP. The project will involve replacing worn out components and rehabilitating clarifiers, bioreactors, and biosolids facilities to sustain reliable and compliant sewage treatment operations.

INTERNATIONAL BOUNDARY AND WATER COMMISSION
CONSTRUCTION

Water Management (Water Conveyance) Program: $18.5 million

The Water Management Program includes projects that facilitate the conveyance and control of waters of the Rio Grande, Colorado River, and Tijuana Rivers for conservation, flood protection, and distribution of waters between the United States and Mexico. To successfully execute these projects, USIBWC performs the rehabilitation and improvement of levees, dams, channels, gaging stations and other water conveyance or control structures.

Safety of Rio Grande Dams Improvements: $18.5 million

This project provides for safety and structural improvements required at six dams on the Rio Grande: American, International, Anzalduas, Retamal, Falcon, and Amistad. These dams were constructed between 50 and 85 years ago for the purposes of water conservation, utilization, and flood control. To ensure safe and reliable operations, these dams require rehabilitation and improvements to address structural, mechanical, and safety-related deficiencies, as identified during inspections by the U.S. Army Corps of Engineers.

The FY 2025 Request includes $18.5 million to respond to deficiencies identified by the five-year dam safety inspections. The USIBWC will apply these funds to the design, rehabilitation, replacement, and construction improvements at the Anzalduas, Retamal, Falcon, and Amistad dams in the lower Rio Grande in southern Texas. Of primary importance is the construction of an embankment overbuild at Amistad Dam to reduce the risk of failure due to the development of sinkholes under the dam.

Resource and Asset Management Program: $3.5 million

The Resource & Asset Management Program maximizes organizational effectiveness of the USIBWC through innovative technology use, effective management, accountability for agency resources, and compliance with regulations. Under the program, USIBWC identifies and provides essential resources and needed equipment to meet critical mission requirements.

Heavy Mobile Equipment Replacement: $3.5 million

The Request includes $3.5 million to continue the USIBWC's multiyear effort to replace the worn and outdated equipment the Commission requires to accomplish its mission. The Heavy Mobile Equipment Replacement project provides for the continued replacement of old heavy mobile equipment, such as tractors, loaders, graders, cranes.

Funds by Object Class

($ in thousands)

International Boundary and Water Commission – Construction	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2500 Other Services	18,040	18,040	21,120	3,080
3100 Personal Property	7,400	7,400	3,500	(3,900)
3200 Real Property	27,590	27,590	53,380	25,790
Total	**53,030**	**53,030**	**78,000**	**24,970**

INTERNATIONAL BOUNDARY AND WATER COMMISSION
CONSTRUCTION

Summary of Budgetary Resources

($ in millions)

International Boundary and Water Commission - Construction	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budgetary resources:			
Unobligated balance:			
Unobligated balance brought forward, Oct 1	138	78	27
Unobligated balance (total)	**138**	**78**	**27**
Budget authority:			
Appropriations, discretionary:			
Appropriation	53	53	78
Appropriation, discretionary (total)	**53**	**53**	**78**
Spending authority from offsetting collections, discretionary:			
Collected	2	1	1
Spending auth from offsetting collections, disc (total)	**2**	**1**	**1**
Budget authority (total)	**55**	**54**	**79**
Total budgetary resources available	**193**	**132**	**106**

American Sections

International Joint Commission
International Boundary Commission
North American Development Bank

Proposed Appropriation Language

AMERICAN SECTIONS, INTERNATIONAL COMMISSIONS

For necessary expenses, not otherwise provided, for the International Joint Commission and the International Boundary Commission, United States and Canada, as authorized by treaties between the United States and Canada or Great Britain, $14,332,000: Provided, That of the amount provided under this heading for the International Joint Commission, up to $1,250,000 may remain available until September 30, 2026, and up to $9,000 may be made available for official reception and representation expenses: Provided further, That of the amount provided under this heading for the International Boundary Commission, up to $1,000 may be made available for official reception and representation expenses.

INTERNATIONAL JOINT COMMISSION

Resource Summary

($ in thousands)

International Joint Commission (IJC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
International Joint Commission	10,881	10,881	11,900	1,019
Positions	21	21	21	-

WHO WE ARE & WHY IT MATTERS

The Boundary Waters Treaty of 1909 (BWT) established the International Joint Commission (IJC) as a basic element of United States–Canada relations in the boundary region. The IJC has proved so successful that the United States and Canada have used it as a model of cooperation in the use of the boundary waters that is unbiased, scientifically based, inclusive and open to public input. In achieving the aims of the BWT, the IJC addresses potential causes of friction between the participant countries, such as additional approval of water uses and obstructions or diversions of boundary waters in one country that affect water levels and flows on the other side of the boundary.

In the 114 years since the BWT was signed, the United States and Canadian governments have given the IJC ongoing responsibilities for:

- Overseeing the operations of structures in a number of basins along the boundary, including the St. Croix River, Lake Ontario-St. Lawrence River, the Niagara River, Lake Superior, Rainy and Namakan Lakes, the Columbia River, Osoyoos Lake, and Kootenay Lake;
- Addressing water apportionment in the St. Mary and Milk River, the Souris River, the Red River, and the Poplar River and Big Muddy Creek; and
- Monitoring the conditions in these basins.

The IJC and its boards ensure that structures operate, and apportionments are carried out, according to stated requirements on a continuing basis. Under the United States-Canada Great Lakes Water Quality Agreement, the IJC monitors water quality issues affecting the lakes and reports its findings to the partner governments.

The Joint Commission conducts studies at the request of, and provides advice to, the United States and Canadian governments. The IJC informs the governments about emerging issues that might be of interest; these issues include, but are not limited to, the latest developments in science, engineering, and administration that could benefit the management, security, or conservation of the boundary waters administered by the two governments. The IJC has also been tasked by the two governments to assess progress in restoration of water quality in the Great Lakes.

Led by three commissioners from each country, the IJC operates through small section staffs in: Washington, D.C. (United States funded); Ottawa, Canada (Canadian funded); and, a binational Great Lakes Regional Office in Windsor, Canada (jointly funded). There are currently 18 active boards and committees, plus various related technical working groups, which provide expert advice to the IJC and the two governments. Approximately 200 professionals from government agencies, universities, nonprofit agencies, and private industry carry out this work

in their personal and professional capacities, rather than as representatives of their respective organizations or countries.

Under the Boundary Waters Treaty, the governments assign the IJC the responsibility of approving applications for the operation of hydropower dams and other infrastructure projects that affect the waters along the United States-Canada border. In reviewing such applications, the IJC "may require that suitable and adequate provision, approved by the Commission, be made for the protection and indemnity against injury of all interests on the other side of the line which may be injured" by these projects if such activities are approved. Upon IJC approval of an application, a binational board typically is established to oversee project compliance with the orders of approval. The board acts to ensure that conditions set by the IJC for the operation of a project are met, along with helping the IJC with any further technical requests from the two governments.

The Boundary Waters Treaty also stipulates that the United States and Canadian governments may refer questions or matters of difference to the IJC for examination and reporting back to the two governments. When the IJC receives such a "reference," it appoints an investigative board or task force to advise on the matters addressed in the reference. Since the establishment of the IJC, there have been more than 120 occasions in which two governments have requested that the IJC review applications for projects affecting boundary waters or undertake reference studies on issues about which advice is being sought.

The IJC's work adheres to the Joint Strategic Plan's Goal 1 "*Protect America's Security at Home and Abroad,*" by assisting the United States and Canada in managing the vital water resources that the two countries share.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $11.9 million, a $1 million increase above FY 2023 Actual. The additional funding will be dedicated to addressing critical cybersecurity needs, water resource issues, and an inflation increase. The Request will fund the operations of the American Section office of the IJC, provide for ongoing technical studies, and support the oversight of the operations of structures for which the IJC has responsibility.

Key components of the FY 2025 Request are broken out below.

Personnel and Other Services: $4.6 million

The $4.5 million request will fund: operations and personnel of the American Section; ongoing technical studies; the 2024 American Pay raise; the 2025 American Pay raise; annualization of 2023 American Pay raise; costs tied to overseas price inflation; adjustments in funding provided to the Real Property Management Working Capital fund (RPM WCF); and the oversight of the operations of structures for which IJC has responsibility.

Monitoring and Maintenance of Gauges in Boundary Region Water Bodies: $1.7 million

The U.S. Section of the IJC is a longstanding program for the monitoring and gauging of water bodies along the international boundary. Carried out by the U.S. Geological Survey, the program continues to provide critical data and information to the U.S. government to help achieve its national water priorities, as well as to the IJC and its Boards for the implementation of their binational work. The majority of a $100,000 increase in the FY 2025 Request will provide for the additional water quality, water level, and flow monitoring required to meet IJC's alerting function on water-related issues for the Department of State; the balance of these additional funds will be applied to equipment replacement and maintenance activities.

INTERNATIONAL JOINT COMMISSION

Great Lakes Regional Office (GLRO): $1.7 million

Established by the Commission in the 1970s following the signing of the United States-Canada Great Lakes Water Quality Agreement, the IJC's GLRO carries out a wide range of activities, including reporting on the progress by the governments in fulfilling the objectives of the agreement. The next triennial assessment of progress (TAP) report will be due in 2026, and associated work on TAP will be underway in FY 2025.

The FY 2025 Request includes an increase of $100,000 above FY 2023 Actual to cover inflation-related costs tied to post-pandemic contracting services. The additional funding will ensure that GLRO can remain responsive to the water quality boards' and the IJC's research requests, while enabling the Office to meet concurrent project/programming capacity needs, as needed. New and ongoing projects will focus on chemicals of emerging concern (e.g., polyfluoroalkyl substances, more commonly known as "forever chemicals," and microplastics) and environmental disasters (e.g., oil spills, harmful algal blooms, and invasive species).

Great Lakes Adaptive Management (GLAM): $1.3 million

The Great Lakes act as a unique ecosystem, and its importance to both the United States and Canada cannot be overstated. The Great Lakes contain 20 percent of the world's fresh water, and the nearly 40 million people living in the Great Lakes basin on both sides of the border rely on its water resources.

Utilizing an adaptive management approach, the IJC regularly monitors key system parameters to provide accurate information on the effects of regulation plans for structures on the boundary waters, as well as address other questions arising from changing climatic conditions.

In 2020, the IJC initiated an expedited review of the regulation plan for Lake Ontario-St. Lawrence River outflows. This study followed the implementation of a new regulation plan ("Plan 2014") in January 2017 and the measurement of record-breaking high-water levels in 2017 and 2019. However, this possible trend in high water levels was counterbalanced in 2021, when levels dropped below the extreme low water levels and were measured as being in drought condition. Further complicating the issue, water levels in 2022 and the first half of 2023 were above average, demonstrating the need for the IJC to continue with its adaptive management studies.

Further emphasizing the practical need for these observations, high water levels in May 2023 resulted in minor flooding, requiring the IJC to provide continued communications and impact assessment support. The GLAM studies include looking at all components and impacts of the regulation plan, including the varying high and low water levels discussed above.

The FY 2025 Request includes funding for further implementation of recommendations from the Lake Ontario Plan 2014 expedited review studies, originally scheduled to conclude in FY 2024. Funding will also be utilized to adhere to the Great Lakes Adaptive Management Committee's strategic plan and the decade-long review of Lake Superior Regulation Plan 2012.

With the Lake Superior regulation plan review having begun in FY 2021, resources requested will be used to pay the United States' share of the associated costs for its continued execution. The work completed by GLAM thus far in Phase 2 has identified needs for increased collaboration and data collection in support of the plan evaluation tools currently under development.

INTERNATIONAL JOINT COMMISSION

International Watersheds Initiative (IWI): $800,000

Implemented in basins along the United States-Canada boundary, IWI's wide range of activities are designed to help identify problems at a local level and help to resolve them before they grow into larger problems on an international scale. In undertaking these activities, the IWI produces important data and information that is of benefit to people living in these basins, potentially impacted U.S. states and Canadian Provinces, and both federal governments.

The FY 2025 Request includes funding to assist with IWI project activities for various IJC boards. In addition to advancing these efforts, $100,000 in FY 2025 funding will be dedicated to promoting collaboration and engagement with Indigenous populations. Targeted actions will include implementing Indigenous-focused and -led IWI projects; conducting a transboundary Indigenous awareness course; developing of an Indigenous Advisory Circle; and, targeting outreach to Indigenous communities along the transboundary.

Review of Orders of Approval and Climate Change Resiliency: $800,000

In certain water basins, the IJC's Orders of Approval stipulate it undertake a periodic review, subject to concurrence from the participant governments. In addition, the IJC researches and reports on matters or questions of difference between the two countries when tasked by references.

FY 2025 funding will be used to initiate technical, adaptive management, and climate change resilience studies in the Columbia River, Osoyoos River, Red River, Souris River, St. Croix River, and Rainy Lake – Lake of the Woods basins. The IJC is prepared for new and emerging work in the Columbia River and other basins, should the U.S. government task the IJC with assistance on the provision oof monitoring, reporting, and alert services on water related issues in other transboundary waters, including on such topics as trans-boundary mining pollution.

Cybersecurity & Website Requirements: $650,000

In September 2023, the IJC experienced a breach in its Information Technology (IT) network system. The breach was significant and law enforcement and cybersecurity professionals were engaged. The Federal Bureau of Investigation (FBI) and cybersecurity professionals notified the IJC that its servers in three offices were accessed, encrypted, and exfiltrated by an international ransomware gang. The impacted offices were located in: Washington, D.C.; Windsor, Ontario; and, Ottawa, Ontario. The ransom demands were not paid. Over 80 gigabytes of IJC's data was posted on the dark web and a large amount of data remains encrypted in on-premises servers.

The IT breach disrupted the IJC's systems and website, and the personally identifiable information of hundreds of employees, invitational travelers, and IJC board members was stolen and posted on the dark web. The IJC's website was also targeted by a distributed denial of service attack and was taken offline for a period.

The IJC is providing identity theft protection and credit monitoring services for individuals whose data was impacted and stored in on premises servers in Washington, D.C., as per U.S. law. Cybersecurity experts made recommendations to upgrade the U.S. Section's network to comply with U.S. federal cybersecurity standards and requirements (Executive Order 1408 on Improving the Nation's Cybersecurity; Federal Information Security Modernization Act). The FY 2025 funding will be used for the required upgrades.

INTERNATIONAL JOINT COMMISSION

St. Mary Milk Rivers Water Apportionment Procedures Review: $357,000

The Order of Approval for the apportionment of St. Mary and Milk Rivers waters between the United States and Canada dates to 1921 and is due for a review. Although the treaty provides for equal apportionment. the United States has received less than half of the flows of the two rivers over most of the life of this Order, especially in dry years. The IJC's Accredited Officers for the St. Mary and Milk have developed a plan of study estimated to cost approximately $2.8 million over four years, with financing being split evenly between the United States and Canada. The FY 2025 Request will dedicate $357,000 for the United States' share for year four of the study, maintaining the same level as FY 2023 Actual.

Detailed Resource Summary

International Joint Commission (IJC)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	21	-	-	-	21	10,804	77	10,881
FY 2024 Estimate	21	-	-	-	21	10,804	77	10,881
FY 2025 Built-in Changes								
2024 American Pay Raise	-	-	-	-	-	69	-	69
2025 American Pay Raise	-	-	-	-	-	163	-	163
Annualization of 2023 American Pay Raise	-	-	-	-	-	26	-	26
Overseas Price Inflation	-	-	-	-	-	18	-	18
Total Built-in Changes	-	-	-	-	-	276	-	276
FY 2025 Current Services	21	-	-	-	21	11,080	77	11,157
FY 2025 Program Changes								
Cyber Security and Website Upgrades	-	-	-	-	-	731	-	731
RPM Working Capital Fund	-	-	-	-	-	12	-	12
Total Program Changes	-	-	-	-	-	743	-	743
FY 2025 Request	21	-	-	-	21	11,823	77	11,900

Funds by Object Class

($ in thousands)

International Joint Commission (IJC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	3,455	3,455	4,263	808
1200 Personnel Benefits	672	672	736	64

INTERNATIONAL JOINT COMMISSION

International Joint Commission (IJC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2100 Travel & Trans of Persons	350	350	389	39
2300 Rents, Comm & Utilities	87	87	99	12
2400 Printing & Reproduction	46	46	55	9
2500 Other Services	6,194	6,194	6,279	85
2600 Supplies and Materials	68	68	79	11
3100 Personal Property	9	9	-	(9)
Total	**10,881**	**10,881**	**11,900**	**1,019**

INTERNATIONAL BOUNDARY COMMISSION

Resource Summary

($ in thousands)

International Boundary Commission (IBC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
International Boundary Commission	2,323	2,323	2,432	109
Positions	8	8	8	-

WHO WE ARE & WHY IT MATTERS

The International Boundary Commission's (IBC) mission is to maintain an "effective" (clear and well-marked) boundary between the United States and Canada, as mandated by the 1925 Treaty of Washington. This ensures the sovereignty of each nation over its territory by clearly establishing where one's rights and responsibilities end and where the other's begin; making this clear virtually eliminates the potential for serious and costly boundary disputes.

In recent years, the IBC has modified its mission to support the Department's Strategic goals of Regional Stability and Homeland Security more effectively. To achieve its mission, the IBC has established a 15-year maintenance schedule for the entire U.S.-Canadian boundary (5,525 miles) as the primary performance measure of the effectiveness of the IBC. All boundary maintenance is accomplished jointly with Canada.

The IBC began a resurvey of the entire boundary in 1995 to convert all North American Datum 27 (NAD27) map coordinates that currently define the boundary to updated NAD 83 positions which have been adopted as the standard for both the United States and Canada. These surveys are being used to update the 256 "Official Boundary Maps."

Although the boundary was cleared, surveyed, and marked years ago, a cyclical program of maintenance is required to sustain an effective boundary line. The necessity of continuous maintenance is due to the deterioration and destruction of boundary monuments and to brush and timber overgrowth obstructing the 20-foot-wide vista. In recent years, the costs associated with clearing these areas have rapidly compounded.

In addition, increased security issues along the boundary have caused the IBC to alter project priorities and maintenance cycles in some areas and to accelerate the maintenance cycle in other, high traffic areas. Where required, helicopter support costs have doubled the cost of projects over the last ten years.

Any disruptions to the maintenance cycle would be difficult to overcome, as it would skew project planning. If left unattended, the costs to recover a "lost" boundary would escalate. In addition, stakeholders in the United States and Canada (citizens and government agencies alike) would be adversely impacted with potential risk to national security.

While the IBC is not involved with security, the organization's goals would be aligned with the Joint Strategic Plan's (JSP) Goal 5: "Serve U.S. citizens around the world and facilitate secure international travel."

A well-marked and maintained boundary enables federal, state, and local law enforcement agencies to accomplish their duties more effectively; it ensures persons arriving at the boundary anywhere along its length will know which country they are in, and, therefore, what the laws are with which they must comply. An ambiguous

boundary line would needlessly complicate and disrupt the business of government and private industry, as well as the lives of the people living and working along it.

JUSTIFICATION OF REQUEST

The FY 2025 Request of $2.4 million will fund the cost of all salaries and benefits for the permanent staff of the IBC, as well as address the associated support costs (e.g., communications, supplies, rent and all travel by headquarters staff and non-field season travel undertaken by field officers) for the Washington, D.C. office and three field offices. The three field offices are located in in Great Falls, Montana, Thief River Falls, Minnesota and Houlton, Maine.

The FY 2025 Request will provide support for IBC's 15-year maintenance cycle of the boundary, which is the Commission's metric for success. As part of these efforts, the Request will enable the IBC to fund its operation and undertake IBC operations and six boundary maintenance projects.

Transboundary Water Maintenance Projects: $1 million

- 49th Parallel - Foothills to West Kootenay (MT/BC) Vista clearing contract: $216,000
- 49th Parallel (MT/BC, AB) monument maintenance and vista clearing: $210,000
- Lake Superior to Rainy River (MN/ON) reference mark maintenance and vista clearing of Portages: $210,000
- Passamaquoddy Bay Range (ME/NB) range mark repairs: $210,000
- Passamaquoddy Bay Range (ME/NB) North Line vista clearing contract: $160,000
- Boundary Bay (WA/BC): Range Mark Maintenance: $30,000

Mapping/Geographic Information System (GIS) Projects: $50,000

The FY 2025 Request also contains $50,000 to support mapping and Geographic Information System (GIS) development. This funding will be required to update maps every year, as mandated by treaty. The findings will populate and maintain the GIS system on a yearly basis. GIS may also be used on additional surveys to support the program.

Detailed Resource Summary

International Boundary Commission (IBC)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	8	-	-	-	8	2,323	-	2,323
FY 2024 Estimate	8	-	-	-	8	2,323	-	2,323
FY 2025 Built-in Changes								
2025 American Pay Raise	-	-	-	-	-	15	-	15
Overseas Price Inflation	-	-	-	-	-	3	-	3

INTERNATIONAL BOUNDARY COMMISSION

International Boundary Commission (IBC)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
2023 Annualization American Pay Raise	-	-	-	-	-	6	-	6
2024 American Pay Raise	-	-	-	-	-	30	-	30
Total Built-in Changes	-	-	-	-	-	54	-	54
FY 2025 Current Services	8	-	-	-	8	2,377	-	2,377
FY 2025 Program Changes								
Boundary Maintenance Projects	-	-	-	-	-	21	-	21
Real Property Working Capital Fund	-	-	-	-	-	34	-	34
Total Program Changes	-	-	-	-	-	55	-	55
FY 2025 Request	8	-	-	-	8	2,432	-	2,432

Funds by Object Class

($ in thousands)

International Boundary Commission (IBC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1100 Personnel Compensation	768	768	802	34
1200 Personnel Benefits	236	236	241	5
2100 Travel & Trans of Persons	107	107	107	-
2300 Rents, Comm & Utilities	100	100	100	-
2500 Other Services	1,010	1,010	1,057	47
2600 Supplies and Materials	60	60	60	-
3100 Personal Property	42	42	65	23
Total	**2,323**	**2,323**	**2,432**	**109**

NORTH AMERICAN DEVELOPMENT BANK

Resource Summary

($ in thousands)

North American Development Bank (NADB)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
North American Development Bank	3,000	3,000	-	(3,000)

WHO WE ARE & WHY IT MATTERS

The Border Environment Cooperation Commission (BECC) was integrated into the North American Development Bank (NADB) on November 10, 2017, with the BECC becoming a standing subsidiary called the Community Assistance (CAP) program. To effectuate the merger, the United States and Mexico entered into a Second Protocol of Amendment to the "Agreement Between the Government of the United States of America and the Government of the United Mexican States Concerning the Establishment of a Border Environment Cooperation Commission and the North American Development Bank" (the Agreement). The Agreement first entered into force in 1993 and was subsequently amended in 2002.

CAP works with, and through, the NADB to implement BECC functions. Both entities were created by the Governments of the United States and Mexico to address the environmental infrastructure needs in the border region between the countries.

The NADB offers grants to support the implementation of critical environmental infrastructure projects. These grants are provided to public entities in low-income communities in the border region with a limited capacity to incur debt.

JUSTIFICATION OF REQUEST

The FY 2025 Request does not propose continued State Department funding for NADB. The program activities previously funded by the BECC appropriation are now supported by the NADB without relying on a separate State Department appropriation. As a result, while appropriations have been provided through FY 2024, the Department has not requested this funding since FY 2019. Continuing this trend, the FY 2025 Request does not propose State Department funding for NADB.

Funds by Object Class

($ in thousands)

North American Development Bank (NADB)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	3,000	3,000	-	(3,000)
Total	**3,000**	**3,000**	**-**	**(3,000)**

Proposed Appropriation Language

INTERNATIONAL FISHERIES COMMISSIONS

For necessary expenses for international fisheries commissions, not otherwise provided for, as authorized by law, $55,266,000: Provided, That the United States share of such expenses may be advanced to the respective commissions pursuant to section 3324 of title 31, United States Code.

INTERNATIONAL FISHERIES COMMISSIONS

Resource Summary

($ in thousands)

International Fisheries Commissions (IFC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Funds	65,719	65,719	55,266	(10,453)

WHO WE ARE & WHY IT MATTERS

The International Fisheries Commissions are a cornerstone of U.S. strategic efforts to support inclusive and sustainable economic growth and opportunity for communities around the globe. Through the commissions, the United States advances a shared vision to ensure economic prosperity, promote conservation, and strengthen global partnerships. The IFC's work focuses on the sustainable management of fisheries and protection of their related ecosystems in the ocean, polar regions, and Great Lakes.

The fisheries resources covered by the bilateral and multilateral commissions within the account span national borders or exist beyond any national jurisdiction; the United States cannot effectively manage them alone. These bodies enable the United States to work with other countries to coordinate scientific study of shared resources and habitats and establish common measures to be implemented by member governments. Many of these commissions also oversee the allocation of member nations' fishing rights.

U.S. leadership drives science-based conservation and management measures to regulate the global fishing industry, leveling the playing field and promoting growth and job-creation for U.S. fishers. These measures contribute to U.S. efforts to build resilient ecosystems, mitigate climate change, and support global food security.

Most of the commissions were established by treaties and agreements negotiated by the United States and ratified by the President, with the advice and consent of the Senate. The commercial and recreational fisheries managed through the commissions generate more than $12 billion in annual U.S. income and support over one million full- and part-time jobs throughout the country. In the Great Lakes region alone, these fisheries provide at least $7 billion annually to bordering states and support hundreds of thousands of direct and associated jobs.

The United States and other member countries also implement joint high-seas fisheries monitoring, control, and surveillance programs through the commissions' bodies that are essential to fight illegal, unreported, and unregulated (IUU) fishing. In addition to reducing the billions of dollars lost annually due to IUU fishing, these activities support improved maritime security and surveillance to combat other illegal activities at sea. Some commissions have also established documentation schemes to track trade in key fish stocks and ensure that IUU-caught fish cannot enter the U.S. market. Illustrative of these activities' success, the Catch Documentation Scheme implemented through the Commission for the Conservation of Antarctic Marine Living Resources was a key tool that slashed levels of illegal fishing in the Southern Ocean, which had once been estimated to be over six times the authorized reported catch.

By strengthening oversight and control of activities at sea and supporting sustainable, continued U.S. access to shared fisheries resources, work through these commissions aligns with the Joint Strategic Plan's (JSP's) Goal 2, "Promote global prosperity and shape an international environment in which the United States can thrive."

JUSTIFICATION OF REQUEST

The FY 2025 is $55.3 million, a decrease of -$10.5 million below FY 2023 Actual.

Funding will support the United States' anticipated treaty-mandated assessments and other expenses to 19 international commissions and organizations. The resources are required to maintain U.S. leadership, good standing, and - in many cases - voting privileges in each. Participation in these institutions in essential to advancing the interests of the United States and its citizenry.

Great Lakes Fishery Commission (GLFC): $39 million

The FY 2025 Request dedicates these resources to addressing the U.S. share of commission operations and sea lamprey control activities within the Great Lakes. The funds will support the continued work under the Congressionally mandated, multi-year strategy and spending plan to improve and modernize the aging infrastructure intended to control the spread of parasitic, invasive sea lamprey in the Great Lakes. The FY 2025 level reflects a decrease of $11 million from FY 2023 Actual, which included funds for sea lamprey control activities in other lakes that fall within the broader, interconnected Great Lakes ecosystem but are outside of the treaty mandate of GLFC.

The GLFC's binational control program has successfully reduced sea lamprey populations in most areas of the Great Lakes by 90 percent; without it, the lakes' $7 billion fishery would not exist. However, the program's success is threatened by the continued reliance on deteriorating dams and chemical lampricides. The Request will support the additional deployment of, "greener" environmentally safe lampricides and cutting-edge genetic methods. Continued modernization of existing barriers, traps, and community outreach will enhance the fight against lamprey and other invasive species, safeguarding the valuable fisheries and aquatic resources.

The Request will also support ongoing collaboration among multiple government and private-sector entities on both sides of the U.S.-Canada border aimed at preventing invasive Asian Carp from entering the Great Lakes via the Mississippi River. These core Commission activities remain essential in avoiding the risk of undermining decades of successful efforts to conserve commercially significant trout, salmon, walleye, sturgeon, and whitefish stocks.

Pacific Salmon Commission (PSC): $5.6 million

Salmon fishing in Alaska, Washington, and Oregon is a $1 billion industry and contributes tens of thousands of jobs for Americans engaged in tribal, commercial, and recreational fisheries and related activities. FY 2025 funds will address the U.S. share of joint PSC expenses, as well as compensation to non-governmental U.S. commissioners, panel members, and alternates while conducting PSC duties. The request will also support travel and expenses for U.S. participants as required under the Pacific Salmon Treaty Act.

The FY 2025 level is an increase of $17,000 above FY 2023 Actual. The expanded Request reflects inflationary increases needed under a long-term funding plan agreed by the two parties.

The FY 2025 Request will support the necessary work to enable the implementation of agreed stock management measures, including test fishing needed to monitor the size and distribution of the various salmon stocks; these measures are of particular concern for the Fraser River sockeye and pink salmon fisheries.

INTERNATIONAL FISHERIES COMMISSIONS

International Pacific Halibut Commission (IPHC): $5.2 million

The IPHC is celebrating its 100th anniversary in January 2024, and it is one of the most successful fisheries management commissions in the world. The IPHC manages a resource important to commercial harvests, as well as extensive guided and recreational fishing, in coastal communities from northern California to the Aleutian Islands. Support for the IPHC ensures the sustainable management of Pacific halibut, a resource that contributes $700 million per year to the U.S. economy.

The Request contains the U.S. portion of the bilateral budget and the cost of the Secretariat's office space, hosted by the U.S. government per the Convention. The FY 2025 level includes an increase of $439,000 above FY 2023 Actual.

The Request reflects costs for the Commission's core operations, which include executing essential scientific surveys that track the health and distribution of halibut stock across Alaska, Canada, and the Pacific Northwest, as well as the funding required to address revenue shortfalls which had previously offset the cost of these scientific surveys.

Obligations to Marine Conservation Organizations: $3.6 million

This portion of the Request will serve to pay the anticipated U.S. share of 15 forums' and organizations' agreed operating budgets and associated obligations. Of these organizations, the level includes projected inflationary and/or exchange rate adjustments to the U.S. assessed contributions to the following:

- Arctic Council;
- International Commission for the Conservation of Atlantic Tunas (ICCAT);
- International Council for the Exploration of the Sea (ICES);
- Northwest Atlantic Fisheries Organization (NAFO);
- North Pacific Anadromous Fish Commission (NPAFC);
- South Pacific Regional Fisheries Management Organization (SPRFMO); and
- International Sea Turtle Conservation Programs.

These increases are offset by the reduction in the funding required for the North Pacific Marine Science Organization (PICES), reflecting a return to normal levels after a short-term increase to meet costs associated with the United States hosting the 2023 PICES annual meeting.

Inter-American Tropical Tuna Commission (IATTC): $1.75 million

Maintaining the funding level of FY 2023 actual, the FY 2025 Request includes the U.S. assessed share of commission operations, including work to conserve and manage tuna and other fish stocks in the eastern Pacific Ocean. IATTC will also continue to administer the International Dolphin Conservation Program, which has successfully reduced dolphin mortality in eastern tropical Pacific tuna fisheries by over 98 percent since the 1990s.

Non-government U.S. Commissioners: $154,000

The Request includes $154,000 to support the participation of non-government U.S. commissioners to the various commissions. The U.S. commissioners are appointed by the President and are responsible to the Secretary of

State in carrying out their duties. Pursuant to the U.S. implementing legislation enacted in respect of each of these bodies, commissioners receive transportation expenses and per diem while engaged in this work. The list of the specific commissions and organizations funded under this account remain unchanged from previous years.

Funds by Object Class

($ in thousands)

International Fisheries Commissions (IFC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	65,719	65,719	55,266	(10,453)
Total	**65,719**	**65,719**	**55,266**	**(10,453)**

Funds by Program Activity

($ in thousands)

International Fisheries Commissions (IFC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Inter-American Tropical Tuna Commission (IATTC)	1,750	1,750	1,750	-
Great Lakes Fishery Commission (GLFC)	50,000	50,000	39,000	(11,000)
International Pacific Halibut Commission (IPHC)	4,762	4,762	5,201	439
Pacific Salmon Commission (PSC)	5,583	5,583	5,600	17
Other Marine Conservation Organizations	3,624	3,624	3,715	91
Artic Council	125	125	155	30
Antarctic Treaty Secretariat (ATS)	62	62	62	-
Commission for the Conservation of Atlantic Marine Living Resources (CCAMLR)	130	130	130	-
Expenses of the U.S. Commissioners	146	146	154	8
International Commission for the Conservation of Atlantic Tunas (ICCAT)	350	350	381	31
International Council for the Exploration of the Sea (ICES)	225	225	236	11
International Sea Turtle Conservation Programs	160	160	200	40
International Shark Conservation Program	100	100	100	-
International Whaling Commission (IWC)	185	185	185	-
North Atlantic Salmon Conservation Org. (NASCO)	45	45	45	-
North Pacific Anadromous Fish Commission (NPAFC)	190	190	195	5
North Pacific Fisheries Commission (NPFC)	100	100	100	-

INTERNATIONAL FISHERIES COMMISSIONS

International Fisheries Commissions (IFC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
North Pacific Marine Science Organization (PICES)	226	226	167	(59)
Northwest Atlantic Fisheries Organization (NAFO)	230	230	240	10
South Pacific Regional Fisheries Management Organization (SPRFMO)	100	100	115	15
Western & Central Pacific Fisheries Commission (WCPFC)	1,250	1,250	1,250	-
Total	**65,719**	**65,719**	**55,266**	**(10,453)**

Funds by Object Class

($ in thousands)

International Fisheries Commissions (IFC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	65,719	65,719	55,266	(10,453)
Total	**65,719**	**65,719**	**55,266**	**(10,453)**

Summary of Budgetary Resources

($ in millions)

International Fisheries Commissions (IFC)	FY 2023 Actual	FY 2023 Estimate	FY 2024 Request
Budget authority:			
Appropriations, discretionary:			
Appropriation	66	66	55
Appropriation, discretionary (total)	**66**	**66**	**55**
Total budgetary resources available	**66**	**66**	**55**

RELATED PROGRAMS

The Asia Foundation
East-West Center
National Endowment for Democracy

Proposed Appropriation Language

THE ASIA FOUNDATION

For a grant to The Asia Foundation, as authorized by The Asia Foundation Act (22 U.S.C. 4402), $22,000,000, to remain available until expended.

THE ASIA FOUNDATION

Resource Summary

($ in thousands)

The Asia Foundation (TAF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs FY 2023 Actual
The Asia Foundation	22,000	22,000	22,000	-

WHO WE ARE & WHY IT MATTERS

The Asia Foundation (TAF) is a non-governmental organization (NGO) that has advanced U.S. interests throughout the Indo-Pacific for over 70 years. TAF solves local and regional problems in cooperation with Asian partners through a network of 17 permanent offices in the Indo-Pacific. Through its continued efforts, TAF maintains local credibility, a nuanced understanding of the issues facing each partner country, and strong relationships with host governments, local NGOs, and the U.S. and Indo-Pacific private sectors. The Foundation works to advance the United States' national interests, with an emphasis on good governance, inclusive economic reform and development, women's empowerment, climate resilience, and peaceful international relations.

TAF's longstanding field offices and expert country representatives are unique and proven resources for the U.S. government and the American business sector. These stakeholders often seek TAF's expertise to identify trends and needs on the ground, deliver essential programs, and rapidly respond to urgent governance and economic priorities. The Foundation's hallmark is its ability to mobilize quickly, provide strategic grants to reformers, and make an immediate impact while laying the groundwork for longer-term solutions that support U.S. interests and priorities.

TAF promotes American prosperity by facilitating improved governance practices, supporting economic policy reforms, removing barriers to growth, and reinforcing a rules-based economy that creates jobs on both sides of the Pacific. By designing and delivering focused programs with local partners, TAF also helps protect women's rights, counter trafficking, and combat gender-based violence.

Most recently, the Foundation's technology programs, such as the *App Challenge* and the annual Digital Prosperity Award, serve to: advance collaboration with Asia-Pacific Economic Cooperation (APEC); provide digital upskilling for women and marginalized communities; and offer innovative solutions to the problem of unequal access to e-commerce. The Asia Foundation also partners with the U.S. Department of Commerce and the private sector under the Indo-Pacific Economic Framework (IPEF)'s digital upskilling initiative.

TAF's regional programs address shared problems within the Association of Southeast Asian Nations (ASEAN), South Asia, and Northeast Asia communities. These activities foster stronger U.S.-Asian dialogue on significant transborder issues, governance practices, regional development and security, and economic policy. Similarly, TAF's Fiji office operates as a regional presence aligned with U.S. objectives and programs that address local priorities with regional institutions, civil society organizations, and host governments across the Pacific.

Complementing the Foundation's strategic programs, in-depth research and analysis, and exchanges activities, TAF's popular Books for Asia digital *Let's Read* library has provided unprecedented access for communities to new children's book content. Developed by local authors and illustrators with a goal of encouraging literacy among students throughout the Indo-Pacific region, especially in populations in remote rural locations, the library currently consists of over 10,400 books in 60 local languages.

Appropriated funds remain TAF's most important funding source, ensuring the Foundation's flexibility to address evolving needs in the Indo-Pacific and ability to maintain a network of essential field offices. However, TAF also leverages project resources from other donors, thereby multiplying the efficacy of appropriated funds. In addition, to garner further buy-in by regional partners and maximize the impact of appropriated funds, TAF mobilizes in-kind contributions through partnerships with local organizations, corporations, and foundations.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $22 million, equal to the FY 2023 Actual level. This funding will enable TAF to maintain its efforts to promote democracy and governance, economic reform and development, women's empowerment and gender equity, climate resilience, and improved international relations throughout the Indo-Pacific.

In support of these efforts in the Pacific, TAF will:

- invest in building Pacific-led diplomatic capacity and women's leadership, including elements which address counter-trafficking and disaster risk reduction;
- focus on the future of work/digital upskilling, in cooperation with the private sector;
- promote green growth within the business community;
- support efforts centered on the promotion of improved health, strengthened social welfare, and an enhanced care economy; and
- promote the Books for Asia *Let's Read* digital library via partnerships with NGOs, universities, and schools.

With FY 2025 funding, TAF will continue efforts to improve governance, adherence to the rule of law, and the defense of human rights across the Indo-Pacific region. Utilizing its extensive network, the Foundation's programs and activities will help:

- expand its regional office in Fiji, resulting in increased programming in Fiji, the Marshall Islands, Tonga, Vanuatu, Samoa, and Papua New Guinea. TAF will prioritize targeted activities with country-level and regional organizations, including working with the Pacific Island Forum (PIF), The Pacific Community (SPC), and other regional bodies;
- build institutional capacity and support reform-minded leaders in order to expand economic opportunities, budget transparency, and fiscal responsibility in Vietnam, Thailand, Laos and Sri Lanka;
- strengthen civil society and regional networks across Asia and the Pacific;
- improve urban governance and service delivery in Nepal, Bangladesh, Mongolia, Indonesia, and Cambodia;
- undertake action-based research to inform activities across the region, including:
    - piloting a Pacific Attitudes Survey in Samoa and Vanuatu;
    - studying conflict in Burma and other sensitive locations; and
    - developing scorecards on economic, violence, and gender equality issues.
- counter extremism in Indonesia, Malaysia, and the Philippines;
- fight corruption in the Philippines and Bangladesh;
- elevate the importance of gender equity across the Asia-Pacific region, with activities focused on:

- supporting women's political participation and entrepreneurship;
- advancing counter-trafficking efforts;
- promoting activities which combat gender-based violence; and
- addressing inequities in the care economy.

- engage American corporations to address training in new digital skills across 11 countries;
- combat misinformation and hate speech in Indonesia, the Philippines, and Bangladesh;
- expand a cybersecurity initiative executed in partnership with Google.org for research and training for 300,000 underserved micro and small businesses, civil society, and non-profit organizations;
- address transnational challenges in South Asia, including the issues related to customs reform, water governance, labor migration, and anti-trafficking;
- leverage project-specific, non-U.S. government funds to bolster anti-conflict programming efforts;
- work with local partners to address mediation, dispute resolution, and peace processes in Nepal, Sri Lanka, and the Philippines;
- broaden cooperation on climate issues, including natural resource management, disaster risk reduction, and environmental conflict resolution;
- expand TAF's partnership with Stanford University HAI (Human Centered Artificial Intelligence) aimed at raising awareness and addressing artificial intelligence (AI) policy issues in Asia; and,
- initiate new programs in Bhutan, with a particular emphasis on the rule of law.

The Foundation continues to emphasize the importance of the responsible use of available funding and leveraging of available resources in programs across the Asia-Pacific region. TAF maintains an efficient program-to-operating-cost ratio and raises project funds from non-U.S. government sources, such as bilateral government donors, multilateral agencies, and the private sector. Reflective of this management emphasis, TAF raises four dollars from other sources for every dollar of direct appropriations it receives. TAF also mobilizes in-kind contributions and partnerships with local organizations, foundations, and corporations.

TAF's low operating costs are reflected by TAF's Negotiated Indirect Cost Rate Agreement (NICRA). At 18.51 percent of direct costs, the NICRA rate guarantees that over 81 percent of appropriated funds are used for program activities.

TAF carefully monitors its programs to ensure their impact and effectiveness. This is achieved by providing partners with financial training in funds management and accountability, as well as through direct monitoring and evaluation actions. In addition, the Foundation sets indicators through specific project frameworks that include using baselines established by TAF surveys, research, and focus groups. In order to best address the evolving needs and concerns unique to each program and location, TAF also executes monitoring activities and impact evaluations that identify and apply best practices and lessons learned from on-the-ground experience.

Sources of Revenue

($ in thousands)

Funding Source	FY 2021 Actual	FY 2022 Actual	FY 2023 Actual
Congressional Appropriation	20,000	21,500	22,000
USAID	19,635	18,375	34,203
Other U.S. Government	13,592	13,442	13,557
Multilateral	3,257	2,395	1,989

THE ASIA FOUNDATION

Funding Source	FY 2021 Actual	FY 2022 Actual	FY 2023 Actual
Other Bilateral Government	33,652	34,887	31,708
Private Individuals and Corporations	7,605	10,109	11,657
In-Kind Contributions	1,854	2,725	7,540
Total	**99,595**	**103,433**	**122,654**

The Asia Foundation represents a reliable, cost-effective presence in a strategically critical region. The Foundation's continued activity is a signal of the United States' sustained commitment to the Indo-Pacific at a time when the predictability and stability of the nation's relationships with its Asian and Pacific partners are more important than ever before.

Funds by Object Class

($ in thousands)

The Asia Foundation (TAF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs FY 2023 Actual
4100 Grants, Subsidies & Contributions	22,000	22,000	22,000	-
Total	**22,000**	**22,000**	**22,000**	**-**

Proposed Appropriation Language

EAST-WEST CENTER

To enable the Secretary of State to provide for carrying out the provisions of the Center for Cultural and Technical Interchange Between East and West Act of 1960, by grant to the Center for Cultural and Technical Interchange Between East and West in the State of Hawaii, $22,255,000.

EAST-WEST CENTER

Resource Summary

($ in thousands)

East-West Center (EWC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
East-West Center	22,000	22,000	22,255	255

WHO WE ARE & WHY IT MATTERS

The Center for Cultural and Technical Interchange Between East and West (East-West Center or EWC) was established by an act of Congress as part of the Mutual Security Act of 1960. Its mission is to promote better relations and understanding between the United States and the nations of Asia and the Pacific through cooperative study, research, and dialogue.

The East-West Center promotes U.S. foreign policy interests and people-to-people engagement in the Indo-Pacific region through targeted programs that foster understanding of U.S. policies and values, builds networks, and leverages U.S. federal funds through hundreds of institutional and funding partnerships in the United States, Indo-Pacific, and other countries. Over the course of 63 years, EWC has produced 71,000 alumni and now maintains 53 active alumni chapters. EWC has produced over 30 heads of state, 300 diplomats, countless business leaders, educators, and civil society leaders, many of them women and from underrepresented communities.

New strategic pillars were established in 2022 consistent with the East-West Center's Congressional authorization. Measures of effectiveness are based on specific program objectives, but now include both quantitative and qualitative measures. Influence and impact on participants are the clearest measures of success and require long-term investment through alumni networks.

The East-West Center's work:

- Supports U.S. interests in the global competition with the PRC and the Indo-Pacific Strategy by deepening long-standing cooperation through its innovative programs, and high-level convenings on issues of regional concern, including, but not limited to climate, environment, sustainable economies, free and open media, and gender equity and empowerment.

- Strengthens democracy and supports good governance in the Indo-Pacific through programs that demonstrate the tangible benefits of free and open societies, and how democratic institutions outperform authoritarianism through the protection of human rights, leading to more prosperous and resilient societies, creating stronger and more reliable economic and security partners for the United States, which in turn contributes to a Free and Open Indo-Pacific.

- Advances multilateral diplomacy through the international, sustained network of emerging leaders in the United States, Asia, and the Pacific.

EWC activities supplement and complement, but do not duplicate, the role of the Department and other federal agencies.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $22.3 million, $255,000 above the FY 2023 Actual level. The FY 2025 funding is essential for meeting operational costs and providing necessary support for the EWC to leverage other partnerships and funds. Resources will be utilized to: support EWC's critical programs in the Pacific Islands, Southeast Asia, and South Asia; grow the Pacific Islands Development Program; maintain EWC scholarship programs; and strengthen Indo-Pacific Leadership Programs, journalism programs and women's empowerment programs. The Request also contains funding for two new programs: (1) the *Indo-Pacific Journalism Network & Convening*; and (2) the *Indo-Pacific Allies and Partners State and Local Leaders (APSLL) Resiliency Network*.

Working with partner organizations in the United States and the Indo-Pacific, EWC will apply base resources of $22.3 million to strengthen core programs in education, professional development, research, policy dialogue, journalism, women's programs, and Indo-Pacific cultures. In addition, the Request will enable further expansion of in-person, hybrid, and in-region program participants, leveraging newly acquired information technology (IT) platforms and specialized staffing. The use of such expanded capabilities is already helping extend EWC's policy impact across the Indo-Pacific region in the service of U.S. national interests.

U.S. Regional Engagement through Student Scholarships, Professional Development, and Research

In line with the Administration's Indo-Pacific Strategy to restore U.S. leadership and reinvigorate and modernize the country's alliances and partnerships, EWC maintains the following programs:

- Graduate scholarship program in the Education Program for students from Asia, the Pacific, and the United States at the University of Hawaii and EWC. The program supports graduate study and leadership development, growing a community of leaders with the knowledge, skills, and cultural insights needed to take on leading roles for their nations and the region.

- Experiential learning program in the Professional Development Program. This program supports non-residential, experiential programs across the 36 countries in the Indo-Pacific region.

- The Research Innovation and Collaboration Exchange Initiative (RICE). The program brings together scholars, policy experts, non-governmental and civil society organization members, researchers, and journalists from the Indo-Pacific region, including the United States, to undertake projects on topics related to governance, environment, economy, trade, and technology in the Indo-Pacific.

As it builds out programs with partner organizations, the East-West Center plans to host more than 8,000 participants in-person and thousands more virtually in FY 2025. These programs will focus on addressing U.S. foreign policy interests and EWC's strategic goals. Specifically, the FY 2025 request will enable the East-West Center to maintain and expand important new initiatives, such as:

- Promotion of Democracy, Human Rights, and Governance in the Pacific: Pacific Islands Development Program. The East-West Center's Pacific Islands Development Program (PIDP) provides unique expertise and connectivity to the Pacific Islands. EWC partners to support "Pacific Island countries as they build their capacity and resilience as secure, and independent actors."[32] As an example of these efforts, EWC launched the first U.S.-funded Resilient Pacific Islands Leaders (RPIL) Fellowship for 25

[32] *Indo-Pacific Strategy of the United States*, page 17. https://www.whitehouse.gov/wp-content/uploads/2022/02/U.S.-Indo-Pacific-Strategy.pdf.

mid-career leaders in 2023.

- Bridging the U.S. and Indo-Pacific Nations. EWC will continue to extend outreach for the highly successful flagship "Asia Matters for America & America Matters for Asia" (AMA) initiative across the continental United States. The initiative promotes U.S.-Asia ties at the state and local level by bringing Indo-Pacific ambassadors, U.S. experts, and visiting scholars to local U.S. universities, chambers of commerce, state legislative houses, and elsewhere to demonstrate how the prosperity of Americans across the nation is linked to the Indo-Pacific.

- Engagement of Alumni. FY 2025 funding will support expanded engagement with EWC's almost 70,000 alumni in 53 chapters through a variety of touch points, platforms, and activities around the region. Many of these alumni support EWC's in-region programming.

Finally, the FY 2025 Request will allow the EWC to accomplish the following:

- Education. Each year over 400 students from the United States and the Indo-Pacific will pursue advanced studies at the University of Hawaii and develop leadership capacities through East-West Center scholarships and programs. In FY 2023, there were a total of 463 Graduate Degree Fellows (GDFs), a 12% increase over FY 2022. National and international demand for scholarships is consistently higher than EWC can provide, a key indicator of the reputation and demand for its programs. Reflecting the collaborative, international nature of the programs, 48% of alumni live in Asia, 32% live in the United States, and 13% live in the Pacific Islands region.

- Professional Development Program. EWC activities in this area include the Asia Pacific Leadership Program for Indo-Pacific emerging leaders, Women's Leadership and Entrepreneur programs, Young Professionals Program, Congressional Staff Program, the Jefferson Fellowship Journalism Program, and journalism exchanges.

- Information Technology (IT), Facilities, Personnel, and Administrative Functions. EWC will continue pursuing IT modernization efforts, ensuring the Center has the technological capabilities required for both in-person and virtual events. In addition, virtual media will further extend the online reach of the Center to populations not previously served.

- Convene Impactful Dialogues. The East-West Center in Hawaii and in Washington D.C. have served as hosts to a considerable number of convenings of strategic significance to the interests of the United States and its Indo-Pacific counterparts. In FY 2023, EWC held 211 events, with an even greater number of events projected for FY 2025.

Funds by Object Class

($ in thousands)

East-West Center (EWC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
East-West Center	22,000	22,000	22,255	255
Total	22,000	22,000	22,255	255

EAST-WEST CENTER

Summary of Budgetary Resources

($ in millions)

East-West Center (EWC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budget resources:			
Budget authority:			
Appropriations, discretionary:			
Appropriation	22	22	22
Total budgetary resources available	22	22	22

Proposed Appropriation Language

NATIONAL ENDOWMENT FOR DEMOCRACY

For grants made by the Department of State to the National Endowment for Democracy, as authorized by the National Endowment for Democracy Act (22 U.S.C. 4412), $300,000,000, to remain available until expended.

NATIONAL ENDOWMENT FOR DEMOCRACY

Resource Summary

($ in thousands)

National Endowment for Democracy (NED)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
National Endowment for Democracy	315,000	315,000	300,000	(15,000)

WHO WE ARE & WHY IT MATTERS

The National Endowment for Democracy (NED) is an independent, nonprofit organization dedicated to the development and strengthening of democratic institutions around the world. Founded in 1983, NED is authorized to receive federal funding by the National Endowment for Democracy Act. In executing its programming, NED's independent, bipartisan Board of Directors sets the strategic direction and approves NED funding decisions.

Working in cooperation with its core institutes (the National Democratic Institute, the International Republican Institute, the Solidarity Center, and the Center for International Private Enterprise), NED provides assistance that strengthens: democratic institutions and political processes; trade unions; free market think tanks; and, business associations. Utilizing direct grants, the Endowment supports the development of a vibrant civil society that promotes respect for human rights, an independent media, and the rule of law. NED makes roughly 2,000 grants per year to organizations in over 100 countries on the frontlines of the struggle for freedom and democracy.

NED's grants program is augmented by work of the International Forum for Democratic Studies, a research center that publishes the *Journal of Democracy*; the Forum also administers the Reagan-Fascell Fellows Program and a fellowship program for democracy advocates at risk.

In addition, NED manages two other democracy support initiatives: (1) the World Movement for Democracy, a global hub for networking and solidarity; and (2) the Center for International Media Assistance, which works to improve the efficacy of media development assistance.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $300 million, a $15 million reduction from FY 2023 Actual, comparable to the amount appropriated in FY 2021. The Request funds the following six priorities:

- Liberalizing authoritarian systems;
- Supporting democratic transitions;
- Countering malign authoritarian influence;
- Strengthening unity among democracies;
- Defending democratic principles against illiberalism and intolerance; and
- Countering the effects of authoritarians in the arena of technology and information.

While each of these six areas of emphasis is significant, they are also interrelated and reinforce one another. They also complement the United States' long-standing efforts to strengthen civil society, human rights, and democratic institutions around the world.

Liberalizing Authoritarian Systems

Since its founding, NED has prioritized programming in the world's least democratic countries, as articulated in the Endowment's *Statement of Principles and Objectives,* as adopted in 1984. Focusing on targeted programming, NED makes a unique contribution to broader U.S.-funded democracy efforts in China, Russia, North Korea, Burma, Cuba, Belarus, Venezuela, the Middle East, Eurasia, and Africa. Utilizing FY 2025 funding, NED will continue its support of civil society groups, independent journalists, and human rights defenders.

Complementing these efforts, the Endowment will mobilize international support for activists exposed to repression and violence in challenging environments. NED will also continue its work to advance investigative journalism and civil-society networks as essential components in the battle against transnational kleptocracy, a key pillar of modern authoritarianism.

Supporting Democratic Transitions

NED is providing timely and consistent support to democracy advocates in countries in which popular uprisings have emerged against corrupt and abusive autocratic regimes, such as Ethiopia, Armenia, and Malaysia. Unfortunately, while these uprisings have created opportunities for democratic transitions, they also present grave challenges for reformers and the civilian populations at large.

Recognizing these combined opportunities and obstacles, NED will maintain its efforts to help fragile emerging democracies that are struggling to execute the necessary improvements in governance, service delivery, and economic opportunities which citizens expect from democratic institutions. The Endowment will also continue to administer grants that support progress by: enabling democratic actors to challenge coercion, oppression, and malignant transnational interference; empowering civil society; reinforcing effective institutions; and promoting democratic participation.

Countering Malign Influence in the World

NED initiatives act to counter the persistent global influence activities of states like China, Russia, and Iran. These efforts are necessitated by the fact that such malign actors seek to undermine democratic principles and institutions, as well as manipulate educational and cultural institutions, media outlets, think tanks, and civic associations. Many of the countries targeted in such influence campaigns are especially vulnerable because they lack the key state and non-state resources necessary to address such threats.

By strengthening the capacity of local institutions and governmental bodies, partner governments can understand how authoritarian systems work internally and how anti-democracy interests are seeking to project influence internationally. NED will continue working to close the knowledge and capacity gap by raising awareness about the multi-dimensional nature of authoritarian influence.

Strengthening Unity among Democracies

Authoritarian powers are cooperating to undermine democracy where it already exists, prevent democratic breakthroughs, and obstruct fragile democratic transitions. To counter these collaborations, NED, its core

institutes, and partners around the world are engaged in a long-term effort to build international coalitions for democracy. Partners in these efforts include but are not limited to: governments and parliaments; civil society; political parties; business associations; trade unions; democracy foundations; development agencies; and multilateral institutions.

Defending Democratic Principles against Illiberalism and Intolerance

Democratic principles, institutions, and processes continue to be challenged by an array of illiberal forces across the globe. NED will work to support democracy by mobilizing and strengthening the voices of civil society change agents, including: leading activists and public intellectuals; artists; musicians; religious leaders; entrepreneurs; online journalists; and, other social influencers. NED recognizes that broad-based civic education and leadership development are also required to nurture a new generation of civic leaders and engaged citizens, and the Endowment continues its work on addressing these critical needs.

Competing with Authoritarians in the Arena of Technology and Information

One of the most complex challenges to strengthening global democratic resilience is the battle around technology and information, which has become a critical arena of contestation between democracy and authoritarianism. While authoritarian regimes are trying to use technology and the internet to subvert and defeat democracy, emerging forms of independent online media provide potent resources for democrats. These resources can serve to empower populations by enabling them to investigate abuses, counter illiberal trends, and inform and organize citizens. NED's support for civil-society groups that use new technologies to challenge repressive state institutions will be critical to U.S. strategic interests now and in the future.

Funds by Object Class

($ in thousands)

National Endowment for Democracy (NED)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	315,000	315,000	300,000	(15,000)
Total	**315,000**	**315,000**	**300,000**	**(15,000)**

Summary of Budgetary Resources

($ in millions)

National Endowment for Democracy (NED)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Budgetary resources:				
Unobligated balance:				

NATIONAL ENDOWMENT FOR DEMOCRACY

National Endowment for Democracy (NED)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Unobligated balance brought forward, Oct 1	-	-	-	-
Recoveries of prior year unpaid obligations	-	-	-	-
Unobligated balance (total)	**-**	**-**	**-**	**-**
Budget authority:				
Appropriations, discretionary:				
Appropriation, discretionary (total)	**315**	**315**	**300**	**(15)**
Total budgetary resources available	**315**	**315**	**300**	**(15)**

SPECIAL FUNDS AND TRUST FUNDS

Center for Middle Eastern-Western Dialogue
Eisenhower Exchange Fellowship Program
Israeli Arab Scholarship Program
International Chancery Center - Washington, D.C.
Foreign Service Retirement and Disability Fund
Creating Helpful Incentives to Produce Semiconductors (CHIPS)

Proposed Appropriation Language

CENTER FOR MIDDLE EASTERN-WESTERN DIALOGUE TRUST FUND

For necessary expenses of the Center for Middle Eastern-Western Dialogue Trust Fund, as authorized by section 633 of the Departments of Commerce, Justice, and State, the Judiciary, and Related Agencies Appropriations Act, 2004 (22 U.S.C. 2078), the total amount of the interest and earnings accruing to such Fund on or before September 30, 2025, to remain available until expended.

CENTER FOR MIDDLE EASTERN-WESTERN DIALOGUE (HOLLINGS CENTER)

($ in thousands)

Center for Middle Eastern-Western Dialogue (CMEWD)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Center for Middle Eastern-Western Dialogue	177	177	195	18

WHO WE ARE & WHY IT MATTERS

The International Center for Middle Eastern-Western Dialogue (Hollings Center) is an independent non-profit organization that convenes dialogue meetings for U.S. and regional experts about key issues of Middle Eastern-Western concern. The Consolidated Appropriations Act, 2004 (P.L. 108-199) established the International Center for Middle Eastern-Western Dialogue Trust Fund to support the operations of the Hollings Center.

Created after the terrorist attacks of September 11, 2001, the Hollings Center focuses on opening, fostering, and reinforcing networks and connections between the United States and predominantly Muslim populations. The Center's mission is to promote dialogue between the United States and the nations with predominantly Muslim populations, with an aim of expanding people-to-people contacts, generating new thinking on important international issues, and encouraging regional peace and greater economic growth and prosperity.

The Hollings Center dialogues are categorized into several ongoing initiatives: Bilateral Relations; Regional Policy; Higher Education; Collective and Human Security; Resource Resiliency; and Responsible Business. The conclusions of the dialogues are issued in public documents and freely available multimedia which are disseminated to U.S. policymakers and other stakeholders in support of strategic decision-making. Complementing the dialogues, the Hollings Center organizes speaker series, networking activities, and follow-on activities, thereby maximizing the impact of its programming.

Since its inception, the Center has served its mission by hosting hundreds of participants in its signature dialogue programs and organized public events. In addition to supporting dozens of participants' projects through seed funding, the Hollings Center has published numerous reports, videos, and podcasts. The Center provides U.S. and international participants with opportunities to share expertise on important issues, such as: countering radicalization and misinformation; promoting American trade and investment; and addressing regional and global-scale security challenges through collaboration.

All funds for the Hollings Center are invested in interest-bearing securities guaranteed by the United States; these investments are subject to financial market interest rates and investment decisions made by the Bureau of the Comptroller and Global Financial Services (CGFS). The interest and earnings from these investments are credited to the Trust Fund and made available, subject to an annual appropriation, for the Hollings Center program operations.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $194,790, an increase of $17,435 (10.2 percent) above the FY 2023 Actual level. This value includes projected net interest earned on investments; the projection is based on interest earned on

reinvestments at higher interest rates in FY 2024, with the expectation of expending the funds on operations during FY 2025.

The Hollings Center anticipates an annual operating budget of $850,000 in FY 2025, which will be utilized to support dialogues, workshops, and grants for ongoing research, professional development, and exchanges. Of this amount, $647,000 will be drawn from the Trust Fund principal, and the remaining $203,000 will be derived from projected interest earnings during FY 2024. Ongoing fundraising efforts by the Hollings Center will support offsetting additional principal withdrawals.

Funds by Object Class

($ in thousands)

Center for Middle Eastern-Western Dialogue (CMEWD)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	177	177	195	18
Total	**177**	**177**	**195**	**18**

Proposed Appropriation Language

EISENHOWER EXCHANGE FELLOWSHIP PROGRAM

For necessary expenses of Eisenhower Exchange Fellowships, Incorporated, as authorized by sections 4 and 5 of the Eisenhower Exchange Fellowship Act of 1990 (20 U.S.C. 5204–5205), all interest and earnings accruing to the Eisenhower Exchange Fellowship Program Trust Fund on or before September 30, 2025, to remain available until expended: Provided, That none of the funds appropriated herein shall be used to pay any salary or other compensation, or to enter into any contract providing for the payment thereof, in excess of the rate authorized by section 5376 of title 5, United States Code; or for purposes which are not in accordance with section 200 of title 2 of the Code of Federal Regulations, including the restrictions on compensation for personal services.

EISENHOWER EXCHANGE FELLOWSHIP PROGRAM

Resource Summary

($ in thousands)

Eisenhower Exchange Fellowship Program (EEFP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Eisenhower Exchange Fellowship	175	175	185	10

WHO WE ARE & WHY IT MATTERS

The Eisenhower Exchange Fellowship (EEF) Program was created in 1953 to honor President Dwight D. Eisenhower. With programs tailored for each participant, the EEF brings outstanding professionals who are emerging leaders in their countries to the United States and sends U.S. counterparts abroad. The EEF consists of four major components:

Global Program

This program provides U.S. fellowships for 20 to 25 Fellows representing 20 to 25 countries for a five- to six-week program.

Fall Global Program (single region or common interest)

This program provides U.S. fellowships for 20 to 25 Fellows for a five- to six-week program. Participating Fellows represent a range of expertise from either a single geographic region or similar professional interests.

USA Program

This activity sends eight to 12 Americans abroad for a four- to five-week program. Traveling in one or two countries within the EEF Network, participants are engaged in an immersive, customized program with leaders of specific fields.

Eisenhower Fellowship Network

The network links Fellows worldwide to extend and strengthen relationships and develop international connections. With the implementation of a new EEF database powered system, the network also enables participants to collaborate on projects.

The EEF network includes more than 2,200 men and women from over 100 countries who have joined the ranks of Eisenhower Fellows since 1953. A significant number of these participants actively continue their engagement in the EEF Network, with some periodically hosting regional international conferences on topics of common interest.

The EEF identifies, empowers, and connects innovative emerging leaders through a transformative fellowship experience that leads to a lifelong engagement in EEF's global network of dynamic change agents. Committed to

creating a more peaceful, prosperous, and just world, participants work together to achieve consequential outcomes across sectors and borders.

The EEF supports the following priorities:

- Providing learning and networking opportunities for mid-career international and U.S. leaders in preparation for increasingly senior positions in government, business, and non-governmental organizations;
- Exposing these emerging leaders to best practices in building democratic institutions and free markets;
- Advancing peace through the increased international dialogue, understanding, and collaboration resulting from fellowship participation and an active global alumni leadership network; and,
- Promoting a sense of global community which underpins efforts to help address needs, accomplish goals, and promote prosperity at an international level.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $185,000 for the EEF Program, an increase of $10,000 above the FY 2023 Actual level. This value is based on the projected interest earnings in FY 2024. The increase will support an expanded number of Fellows who will be traveling and the costs associated with providing fellowships.

FY 2025 resources will provide a significant portion of the funding necessary to support both the domestic and international fellowship programs. In addition to interest earned by the EEF's Trust Fund, the EEF will continue to seek external support through the private sector in order to maintain an appropriate, yet sustainable, number of fellowships.

Funds by Object Class

($ in thousands)

Eisenhower Exchange Fellowship Program (EEF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	175	175	185	10
Total	**175**	**175**	**185**	**10**

Proposed Appropriation Language

ISRAELI ARAB SCHOLARSHIP PROGRAM

For necessary expenses of the Israeli Arab Scholarship Program, as authorized by section 214 of the Foreign Relations Authorization Act, Fiscal Years 1992 and 1993 (22 U.S.C. 2452 note), all interest and earnings accruing to the Israeli Arab Scholarship Fund on or before September 30, 2025, to remain available until expended.

ISRAELI ARAB SCHOLARSHIP PROGRAM

Resource Summary

($ in thousands)

Israeli Arab Scholarship Program (IASP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Israeli Arab Scholarship Program	91	91	160	69

WHO WE ARE & WHY IT MATTERS

The Israeli Arab Scholarship Program (IASP) funds scholarships for Israeli-Arab students to attend institutions of higher education in the United States, as authorized by section 214 of the Foreign Relations Authorization Act, Fiscal Years 1992 and 1993 (P.L. 102-138). The IASP consists of a permanent endowment that was established in 1992 with funds made available under section 556(b) of the Foreign Operations, Export Financing, and Related Programs Appropriation Act of 1990 (as amended by section 551 of the Foreign Operations, Export Financing, and Related Programs Appropriation Act, 1991).

IASP provides scholarships to outstanding Israeli-Arab students to pursue higher education programs at U.S. institutions in order to provide them with a quality graduate education and an opportunity to experience American democracy and society. IASP participants enhance their educational and professional competencies while contributing to society and culture in the United States by sharing their experiences with Americans. Program participants also gain essential skills needed to address the needs of underserved communities in Israel that are at risk of political violence and extremist ideology, thereby promoting greater regional and global security. One of the program's key strengths is its outreach to underserved segments of the population, with participants reflecting diverse gender, ethnic, socioeconomic, religious, and geographic perspectives.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $160,000, an increase of $69,000 above the FY 2023 Actual. This value reflects the estimated projected interest earnings in FY 2025. IASP trust funds are invested in interest-bearing securities guaranteed by the United States, subject to financial market interest rates and investment decisions made by the Bureau of the Comptroller and Global Financial Services (CGFS). Interest and earnings on these securities are made available to expend on the scholarship program, subject to an annual appropriation.

The Department will continue to review available accumulated interest earnings and may fund one or two scholarship awards in FY 2025, based on the sustainability of future interest earnings. The program's overall intent is being met by targeted Fulbright scholarships for highly qualified Israeli-Arab graduate students to attend U.S. higher education institutions.

ISRAELI ARAB SCHOLARSHIP PROGRAM

Funds by Object Class

($ in thousands)

Israeli Arab Scholarship Program (IASP)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
4100 Grants, Subsidies & Contributions	91	91	160	69
Total	**91**	**91**	**160**	**69**

Proposed Appropriation Language

INTERNATIONAL CENTER, WASHINGTON, DISTRICT OF COLUMBIA

Not to exceed $1,879,587 shall be derived from fees collected from other executive agencies for lease or use of facilities at the International Center in accordance with section 4 of the International Center Act (Public Law 90–553), and, in addition, as authorized by section 5 of such Act, $745,000, to be derived from the reserve authorized by such section, to be used for the purposes set out in that section.

INTERNATIONAL CHANCERY CENTER - WASHINGTON, D.C.

Resource Summary

($ in thousands)

International Chancery Center (ICC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
International Chancery Center	743	743	745	2

WHO WE ARE & WHY IT MATTERS

The International Chancery Center (ICC), authorized by the International Center Act of 1968, is a diplomatic enclave located on a 47-acre lot in Northwest D.C., near the intersection of Connecticut Avenue and Van Ness Street. According to the Act, *"The Secretary of State is authorized to sell or lease to foreign governments… property owned by the United States, in order to facilitate the conduct of foreign relations by the Department of State…through the creation of a more propitious atmosphere for the establishment of foreign government and international organization offices and other facilities."*

Most activity at the ICC is funded by fees that are collected from other executive agencies, in accordance with section 4 of the International Center Act, and from proceeds from past leases to 19 foreign governments. These proceeds have been deposited into a trust fund that is drawn upon, as authorized by Congress, for development, maintenance, repairs, and security at the site. In addition, the Act authorizes the use of proceeds for surveys and planning related to the development of locations within the District of Columbia for use as foreign chanceries and for other diplomatic purposes.

JUSTIFICATION OF REQUEST

The FY 2025 Request is $745,000, an increase of $2,000 above the FY 2023 Actual level. This increase will adjust for inflation-based increases to site security, routine maintenance, and repairs of the ICC infrastructure, including: sidewalks; streets; curbing; retaining walls; and, staircases.

Funds by Object Class

($ in thousands)

International Chancery Center (ICC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
2500 Other Services	743	743	745	2
Total	**743**	**743**	**745**	**2**

INTERNATIONAL CHANCERY CENTER - WASHINGTON, D.C.

Detailed Resource Summary

($ in thousands)

International Chancery Center (ICC)	Positions					Funds ($ in thousands)		
	American			FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom	Overseas					
FY 2023 Actual	-	-	-	-	-	743	-	743
FY 2024 Estimate	-	-	-	-	-	743	-	743
FY 2025 Base	-	-	-	-	-	743	-	743
FY 2025 Built-in Changes								
Overseas Price Inflation	-	-	-	-	-	2	-	2
Total Built-in Changes	-	-	-	-	-	2	-	2
FY 2025 Current Services	-	-	-	-	-	745	-	745
FY 2025 Request	-	-	-	-	-	745	-	745

Summary of Budgetary Resources

($ in millions)

International Chancery Center (ICC)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Budgetary resources:				
Unobligated balance:				
Unobligated balance brought forward, Oct 1	3	5	4	1
Unobligated balance (total)	**3**	**5**	**4**	**1**
Budget authority:				
Appropriations, discretionary:				
Appropriation (special or trust)	1	1	1	-
Appropriation, discretionary (total)	**1**	**1**	**1**	**-**
Spending authority from offsetting collections, discretionary:				
Collected	2	2	2	-
Spending auth from offsetting collections, discretionary (total)	**2**	**2**	**2**	
				-
Budget authority (total)	**3**	**3**	**3**	**-**
Total budgetary resources available	**6**	**8**	**7**	**1**

Proposed Appropriation Language

PAYMENT TO THE FOREIGN SERVICE RETIREMENT AND DISABILITY FUND

For payment to the Foreign Service Retirement and Disability Fund, as authorized, $60,000,000.

FOREIGN SERVICE RETIREMENT AND DISABILITY FUND

Resource Summary

($ in thousands)

Foreign Service Retirement and Disability Fund (FSRDF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Foreign Service Retirement and Disability Fund	158,900	158,900	60,000	(98,900)

WHO WE ARE & WHY IT MATTERS

The FY 2025 Request provides mandatory funding to the Foreign Service Retirement and Disability Fund (FSRDF). The appropriation serves as one of several sources of support for the FSRDF, funding portions from the Department of State (DOS) and the United States Agency for International Development (USAID). The Fund is maintained through multiple sources of income, including: contributions by employees; agency contributions; special government contributions; interest on investments; and, voluntary contributions.

A separate payment into the FSRDF, supplemental to this appropriation, is authorized under the Foreign Service Act of 1980, including:

- Section 821, which authorizes additional funding necessary to fulfill payments for future benefits. These benefits consist of new or liberalized benefits, new groups of beneficiaries, and/or increased salaries;
- Section 822, which authorizes a supplemental payment to finance unfunded liabilities attributable to military service payments and interest accruals; and,
- Section 857, which authorizes an employer contribution into the Foreign Service Pension System (FSPS) based on an amortization of an annual valuation.

The amount of this separate payment is equal to the balance of the annual costs to the Fund in excess of current employee and employer contributions. As a mandatory program, these resources are not included in the total summary of funds for discretionary appropriations.

The FSRDF is comprised of two separate retirement systems: the Foreign Service Retirement and Disability System (FSRDS) and FSPS. The FSRDF was established to provide pension payments to all eligible retired and disabled Foreign Service members, former spouses, and survivors enrolled in either of these two systems. The FY 2025 Request will only be applied to purposes related to Section 821.

The purpose of the FY 2025 Request is to maintain the FSRDF funding at the level required to support actuarial valuation of the FSRDS. The appropriation complements the funding required from the other sources previously mentioned to support FSPS.

JUSTIFICATION OF REQUEST

The FY 2025 $60 million level is based on the most recent review and funding estimate for the Residual Normal Cost and 30-Year Amortization of the unfunded liability for the Foreign Service Retirement and Disability System (FSRDS), the legacy Foreign Service (FS) pension system.

FOREIGN SERVICE RETIREMENT AND DISABILITY FUND

The $98.9 million decrease from the FY 2023 Actual and FY 2024 Estimate is the result of the overall reduction of active annuitants of the legacy FSRDS over the last several years. This has significantly reduced the 30-year amortization of the unfunded liability, even after adjusting for inflation.

Funding projections are prepared by the Department's actuaries and are based on actuarial assumptions, plan experience, participant data, and other plan provisions used in the development of the FSRDF Actuarial Report for the period ending September 30, 2022. The Report considers changes arising from the January 2023 cost-of-living adjustment of 8.7 percent for FSRDS including changes from cost-of-living adjustments (COLA), Federal pay raises, and locality increases as appropriate.

Assuming that future plan experience is consistent with the current actuarial valuation assumptions (adopted in 2018, based upon the 2012-2017 actuarial experience study), the budget request reasonably reflects the current and projected actuarial status of the FSRDF.

Funds by Object Class

($ in thousands)

Foreign Service Retirement and Disability Fund (FSRDF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
1235 Foreign Service Retirement	158,900	158,900	60,000	(98,900)
Total	**158,900**	**158,900**	**60,000**	(98,900)

Summary of Budgetary Resources

($ in millions)

Foreign Service Retirement and Disability Fund (FSRDF)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request
Budget authority:			
Appropriation			
Appropriations, mandatory (total)	159	159	60
Total budgetary resources available	**159**	**159**	**60**

CREATING HELPFUL INCENTIVES TO PRODUCE SEMICONDUCTORS (CHIPS)

Resource Summary

($ in thousands)

Creating Helpful Incentives to Produce Semiconductors (CHIPS)	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
ITSI Fund	**100,000**	**100,000**	**100,000**	**-**
Diplomatic Programs	15,800	15,800	15,800	-
Office of Inspector General	500	500	500	-
Economic Support Fund	66,700	66,700	66,700	-
Nonproliferation, Anti-terrorism, Demining, and Related Programs	17,000	17,000	17,000	-

The Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act of 2022 (Div. A, P.L. 117-167) established the International Technology Security and Innovation Fund (ITSI Fund), which authorizes and appropriates $500 million ($100 million per year over five years, starting in FY 2023). Amounts appropriated in the ITSI fund may be transferred by the Secretary of State to designated accounts to "provide for international information and communications technology security and semiconductor supply chain activities, including to support the development and adoption of secure and trusted telecommunications technologies, secure semiconductors, semiconductor supply chains, and other emerging technologies." The ITSI Fund advances the purposes of the CHIPS Act, and provides up to $4.5 million per year for salaries, expenses, and administration; and $500,000 per year for oversight by the Office of the Inspector General.

Semiconductors and telecommunications networks are critical domains of global technology competition. Securing long-term U.S. national security and economic competitiveness hinges on the ability to: restore U.S. leadership in semiconductor manufacturing; bring cost-competitive trustworthy suppliers to the telecommunication market; and secure semiconductor supply chains. For example, if the United States' adversaries can disrupt segments of the chip supply, they can negatively impact billions of dollars' worth of manufacturing and tens of thousands of jobs in the U.S. economy. If U.S. adversaries dominate global telecommunications networks, they have the means to manipulate or disrupt essential services, critical infrastructure, and supply chains with the push of a button. As international adversaries increase their sway in both the semiconductor and telecommunications sectors, they will be better able to export authoritarian practices and undermine democratic governance. In addition, the ITSI Fund is well aligned with the President and G7's objectives for the Partnership for Global Infrastructure and Investment (PGI). For example, within the G7 Digital and Tech Working Group (DTWG), technology and semiconductors are key focus areas for increased partnerships as is the significant growth in workforce needed to grow the global tech supply chain.

The State Department, through diplomacy and foreign assistance, is supporting U.S. leadership, national and economic security, and prosperity in these sectors, as well as enhancing partnerships with key allies. The U.S. Agency for International Development (USAID), the Development Finance Corporation (DFC), Export-Import Bank (EXIM), U.S. Trade and Development Agency (USTDA), and other U.S. government agencies are integral partners in these efforts.

The CHIPS Act requires the President to submit to Congress detailed allocations of the amounts made available under the ITSI Fund to be submitted as part of the President's Budget. The Department's proposed FY 2025 allocations are for the Bureau of International Security and Nonproliferation (ISN), the Bureau of Economic and

Business Affairs (EB), the Office of the Chief Economist (OCE), the Bureau of Energy Resources (ENR), and the Bureau of Cyberspace and Digital Policy (CDP). These activities build on the FY 2024 Request, FY 2023 Report to Congress on Proposed Allocations, submitted on November 7, 2022, and on the allocations in the FY 2023 Joint Explanatory Statement accompanying the FY 2023 appropriations act.

Semiconductor Supply Chains

Securing the global supply chain hinges on the United States' ability to restore its place among global leaders in semiconductor manufacturing technology. A central goal of the CHIPS Act is to make the global semiconductor supply chain more resilient, diversified, and secure. The Department of Commerce's programs to promote the building of leading-edge semiconductor manufacturing facilities in the United States and support U.S. research and development are the centerpiece of this effort.

The State Department will use FY 2025 ITSI funds to develop the international environment which U.S. semiconductor manufacturing facilities need to succeed. There are three critical nodes in the semiconductor supply chain: (1) upstream inputs; (2) chip fabrication; and (3) downstream processing. The Department will meet essential needs at each node *(see figure 1)* in the following ways:

Upstream Inputs: Critical Materials Project: $6.0 million, Economic Support Fund

Funding will support increased production of the critical materials, including those needed by U.S. chip makers. Where domestic production is not feasible or sufficient, this will mean evaluating partner countries' ability to add/expand production. The Department will also identify and implement regulatory capacity-building and technical assistance in target nations to attract private investment. *(Lead: State/ENR)*

Fabrication: International Policy Coordination: $3.5 million, Diplomatic Programs

The Department will coordinate with partner economies to support more resilient and diversified semiconductor supply chains. This effort may include: developing common or complementary approaches to industry incentives; improving coordination during supply disruptions; and cooperation on semiconductor over/under supply to help the private sector respond. *(Lead: State/EB)*

The Department will continue to develop an informal, multilateral semiconductor protection action group, as well as maintain a secure information-sharing platform that will maximize the timely exchange of select unclassified, non-proprietary export licensing data amongst a select group of semiconductor technology suppliers. The Department will also continue to support strategic opportunities to strengthen semiconductor security with allies and partners. *(Lead: State/ISN)*

Downstream: Capacity Building in the Americas and Indo-Pacific: $20.0 million, Economic Support Fund, and $17.0 million, Nonproliferation, Anti-terrorism, Demining, and Related Programs.

There is currently not enough international testing, packaging, and assembly capacity to support new U.S. facilities, and the capacity that does currently exist is geographically concentrated. These factors have recently triggered market shortages. To address this gap, the State Department will support development of downstream processing capacity in target regions where additional capacity is needed, including to support domestic U.S. efforts. This support will include efforts to bolster assembly, testing, and packaging (ATP) operations.

The Department will identify existing or potential bottlenecks in infrastructure, regulatory environment, or workforce in key economies. The Department will partner with the interagency partners such as USAID to fill

those gaps, engaging host governments, industry, and stakeholders to build technical capacity and develop the workforce needed to facilitate new investments that will complement the growth of new U.S. chip production. *(Lead: State/EB)*

The Department will strengthen technology control policies to address proliferation threats by ensuring that needed increases in supply chain diversity do not create new loopholes adversaries can exploit to access leading-edge chips and technology. To prevent technology transfer, the State Department will help foreign partners in key regions to strengthen their regulatory environments, implementation practices, and enforcement measures, including export controls, intangible technology transfer (ITT) controls, internal compliance, investment screening, intellectual property protection, visa vetting, law enforcement, judicial processes, and outreach to industry. *(Lead: State/ISN)*

Information/Data - Map Supply/Demand Linkages: $300,000, Diplomatic Programs

The Department will conduct international supply chain data analysis to identify potential bottlenecks and problematic market concentrations. This activity will include mapping entity relationships to identify entities of potential concern. The State Department will leverage this analysis to guide activities and benchmark progress. *(Lead: State/OCE)*

Information/Data - Supply Chain Mapping: $7.5 million, Diplomatic Programs

The Department will promote improved quality and speed of semiconductor supply chain protection policymaking through the provision of consistent access to unclassified semiconductor industry data and analysis for Department personnel. *(Lead: State/ISN)*

Figure 1: Leveraging the ITSI Fund to meet essential needs along the semiconductor manufacturing value chain

Semiconductor Production Chain:	**UPSTREAM** *Generate inputs for fabrication.*	**FABRICATION** *Produce the chips.*	**DOWNSTREAM** *Testing, packaging, and assembly.*
State Department ITSI Projects:	Bring mining and refining capacity into supply chain to provide critical materials fabrication locations need to succeed.	Rally partners around common policy approach to avoid technology leakage and avoid subsidy arms race.	Bring partner nations into supply chain to provide ATP capacity fabrication locations need to succeed.
	Map the supply chain and forecast shifts to inform the policy roadmap.		

Semiconductor Supply Chains funding allocation: $54.3 million (comprised of: $26 million, Economic Support Fund; $17 million, Nonproliferation, Antiterrorism, and Demining; and $11.3 million, Diplomatic Programs)

CREATING HELPFUL INCENTIVES TO PRODUCE SEMICONDUCTORS (CHIPS)

Secure and Trustworthy Information and Communications Technology (ICT)

The State Department's long-term objective regarding secure ICT networks and services is to help partners harness the benefits of a vibrant digital economy underpinned by secure and trustworthy ICT infrastructure and services. Due to market distorting practices, untrustworthy telecommunications suppliers dominate, or are on the verge of dominating, the telecommunications infrastructure ecosystems in many countries. In addition to creating critical security challenges, their market position creates a "lock-in" effect, increasing opportunities to export authoritarian models of Internet governance along with ICT infrastructure and services. The lack of low-cost options is a significant barrier to partners' use of secure and trustworthy ICT network equipment and services.

With FY 2025 ITSI Funds, the Department will position partners around the world to harness the benefits of a vibrant digital economy through the development and adoption of secure and trustworthy ICT networks. To achieve this objective, the FY 2025 ITSI funding will build upon and expand FY 2023 programming along the following workstreams:

Develop, strengthen, and expand international enabling environments for secure ICT networks and services: $11.7million, Economic Support Fund

The Department will provide capacity building training and technical advisory support to raise risk awareness and support the adoption of policy and regulatory frameworks that ensure trust and security are central decision-making factors across the ICT ecosystem. Programs will also advance policies that promote telecommunications supplier diversity, including through the development and adoption of open and interoperable network architectures. *(Lead: State/CDP)*

Deploy secure ICT networks and services in partner countries, including open and interoperable network architectures, to drive innovation, increase competition, and drive down costs: $17 million, Economic Support Fund

ITSI funds will support financing and de-risking for private sector investments in commercially viable secure ICT infrastructure and services in partner countries. These efforts will help level the playing field for trustworthy vendors and increase competition and diversity in the supply chain, including by accelerating the commercialization of Open Radio Access Networks (Open RAN). *(Lead: State/CDP)*

Defend and strengthen networks with sound cybersecurity practices and incident response capabilities: $12 million, Economic Support Fund

ITSI funds will build upon FY 2023 funding to expand technical assistance and operational support for cybersecurity incident preparation and response. These activities will be executed in coordination with the U.S. private sector, and they will include efforts to create healthy and thriving ICT ecosystems with cybersecurity tools and technologies, as well as national incident management capabilities, that defend against, manage, respond, and recover from persistent cybersecurity threats to ICT infrastructure. *(Lead: State/CDP)*

Figure 2: Leveraging the ITSI Fund to promote the development and adoption of secure ICT networks and services

Secure ICT Objectives:	**DEVELOP** *Create enabling environments for the deployment of secure and trustworthy ICT ecosystems.*	**DEPLOY** *Deploy secure ICT networks and services.*	**DEFEND** *Help Partner Countries defend against and address cyber threats.*
ITST ICT Programs:	Work with partners to adopt policy and regulatory frameworks for secure ICT ecosystems.	Level the playing field for secure and trustworthy vendors and accelerate Open RAN commercialization.	Provide cybersecurity incident response preparation and operational support.

Secure and Trustworthy ICT funding allocation: $40.7 million, Economic Support Fund. This funding will be complementary to and closely coordinated with other sources of funding in this sector, including through the Digital Connectivity and Cybersecurity Partnership.

Oversight

The CHIPS Act also includes $500,000 to fund the State Department Office of Inspector General (OIG) audits, inspections, and other projects that focus on oversight of programs related to the CHIPS Act. These funds would also provide resources for operational and administrative support related to this oversight work. *(Lead: OIG)*

Salaries and Positions

The CHIPS Act provides up to $4.5 million in Diplomatic Programs funding for salaries and related expenses for program management staff, including monitoring and evaluation (MEL). The State Department will use this funding to sustain salaries and expenses for the 18 new direct hire positions described in the FY 2023 Report to Congress, covering program administration and oversight in EB (6 FTE), CDP (7 FTE) and ISN (5 FTE). At least one position from each office will focus primarily on MEL to ensure a cohesive, elevated strategic monitoring and evaluation framework across the Fund as a whole.

FY 2025 Proposed Allocations

The Department's proposed allocations of FY 2025 ITSI funds are included in the tables below. The Department notes intent to transfer some of this funding to other agencies for implementation, utilizing interagency agreements, potentially including to USAID, DFC, EXIM, and USTDA, but additional planning is needed to determine specific allocations.

CREATING HELPFUL INCENTIVES TO PRODUCE SEMICONDUCTORS (CHIPS)

Bureau Allocation Summary

($ in thousands)

Bureaus	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Economic and Business Affairs (EB)	24,500	24,500	24,500	-
Energy Resources (ENR)	6,000	6,000	6,000	-
Office of the Chief Economist (E/OCE)	300	300	300	-
International Security and Nonproliferation (ISN)	26,250	26,250	26,250	-
Cyberspace and Digital Policy (CDP)	42,450	42,450	42,450	-
Office of Inspector General (OIG)	500	500	500	-
Total	**100,000**	**100,000**	**100,000**	**-**

Position Summary

Positions	FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Economic and Business Affairs (EB)	6	6	6	-
Cyberspace and Digital Policy (CDP)	7	7	7	-
International Security and Nonproliferation (ISN)	5	5	5	-
Total	**18**	**18**	**18**	**-**

ITSI Fund Supported Activities by Funding Account

($ in thousands)

Activity and Bureau by Funding Source		FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Diplomatic Programs (DP)					
Fabrication: International Policy Coordination	EB	3,000	3,000	3,000	-
	ISN	3,000	3,000	500	(2,500)
Information/Data - Map Supply/Demand Linkages	E/OCE	300	300	300	-
Information/Data - Supply Chain Mapping	ISN	5,000	5,000	7,500	2,500

CREATING HELPFUL INCENTIVES TO PRODUCE SEMICONDUCTORS (CHIPS)

Activity and Bureau by Funding Source		FY 2023 Actual	FY 2024 Estimate	FY 2025 Request	FY 2025 Request vs. FY 2023 Actual
Salaries	EB	1,500	1,500	1,500	-
	ISN	1,250	1,250	1,250	-
	CDP	1,750	1,750	1,750	-
DP Subtotal		**15,800**	**15,800**	**15,800**	**-**
Office of the Inspector General (OIG)					
Oversight	OIG	500	500	500	-
OIG Subtotal		**500**	**500**	**500**	**-**
ESF					
Upstream Inputs: Critical Materials Project	ENR	6,000	6,000	6,000	-
Downstream: Capacity Building in the Americas and Indo-Pacific	EB	20,000	20,000	20,000	-
Develop, strengthen, and expand an international enabling environment to invest in ICT networks and services	CDP	10,700	10,700	11,700	1,000
Deploy and expand open and secure networks and services in partner countries, driving innovation, increasing competition, and driving down costs	CDP	20,000	20,000	17,000	(3,000)
Defend and strengthen these networks with sound cybersecurity practices and incident response capabilities	CDP	10,000	10,000	12,000	2,000
ESF Subtotal		**66,700**	**66,700**	**66,700**	**-**
Nonproliferation, Anti-terrorism, Demining, and Related Programs (NADR)					
Downstream: Capacity Building in the Americas and Indo-Pacific	ISN	17,000	17,000	17,000	-
NADR Subtotal		**17,000**	**17,000**	**17,000**	**-**
TOTAL		**100,000**	**100,000**	**100,000**	**-**

ACRONYMS

Acronyms

ACRONYMS

Acronym	Full Name
A	Bureau of Administration (State)
AEECA	Assistance for Europe, Eurasia, and Central Asia
A/DEIA	USAID Office of Diversity, Equity, Inclusion, and Accessibility
ADS	Bureau of Arms Control, Deterrence, and Stability (State)
AF	Bureau of African Affairs (State)
AI	Artificial Intelligence
AIT	American Institute in Taiwan, or the Payment to the American Institute in Taiwan account
AIDAR	United States Agency for International Development Acquisition Regulations
APG	Agency Priority Goals
APP	Annual Performance Plan
APR	Annual Performance Report
A/S	Assistant Secretary of State
BECC	Border Environment Cooperation Commission
BHA	Bureau of Humanitarian Assistance (USAID)
BP	Bureau of Budget and Planning (State)
BPMA	Buying Power Maintenance Account
BRM	Office of Budget and Resource Management (USAID)
BRR	Bureau Resource Request
C	Counselor of the Department
CA	Bureau of Consular Affairs (State)
CAP	Cross-Agency Priority Goals
CA/CST	Bureau of Consular Affairs, Office of Consular Systems and Technology
CA/FFP	Bureau of Consular Affairs, Office of Fraud Prevention Program (State)
CBJ	Congressional Budget Justification
CBSP	Consular and Border Security Programs
CBO	Congressional Budget Office (Congress)
CCF	Complex Crises Fund (CCF)
CDP	Bureau of Cyberspace and Digital Policy (State)
CGFS	Bureau of the Comptroller and Global Financial Services (State)
CHIPS	Creating Helpful Incentives to Produce Semiconductors
CIF	Capital Investment Fund
CIGIE	Council of the Inspectors General on Integrity and Efficiency
CIO	Contributions to International Organizations
CIPA	Contributions for International Peacekeeping Activities
CMEWD	Center for Middle Eastern-Western Dialogue

ACRONYMS

Acronym	Full Name
CN	Congressional Notification
CPR	Office of the Chief of Protocol (State)
CPS	Bureau of Conflict Prevention and Stabilization (USAID)
CR	Continuing Resolution
CRS	Congressional Research Service
CS	Civil Service
CSO	Bureau of Conflict and Stabilization Operations (State)
CT	Bureau of Counterterrorism (State)
CVE	Countering Violent Extremism
CX	Customer Experience
CY	Calendar Year
DA	Development Assistance
DAS	Deputy Assistant Secretary of State
DEIA	Diversity, Equity, Inclusion, and Accessibility
DOD	Department of Defense
DOS	Department of State
DS	Bureau of Diplomatic Security (State)
DE	Diplomatic Engagement
DF	Democracy Fund
DFC	United States International Development Finance Corporation
DP	Diplomatic Programs
DRG	Bureau of Democracy, Human Rights, and Governance (USAID)
DRL	Bureau of Democracy, Human Rights, and Labor (State)
E	Under Secretary for Economic Growth, Energy, and Environment (State)
EAP	Bureau of East Asian and Pacific Affairs (State)
EAP	Office of East Asia and the Pacific (USAID)
E&E	Bureau of European and Eurasian Affairs (USAID)
EB	Bureau of Economic and Business Affairs (State)
ECA	Bureau of Educational and Cultural Affairs (State)
ECEP	Educational and Cultural Exchange Programs
EDCS (K-FUND)	Emergencies in the Diplomatic and Consular Service
EDGE	USAID Enterprises for Development, Growth, and Empowerment Fund
EEF	Eisenhower Exchange Fellowship Program
ENR	Bureau of Energy Resources (State)
E.O.	Executive Order

ACRONYMS

Acronym	Full Name
ERMA	Emergency Refugee and Migration Assistance
ESCM	Embassy Security, Construction, and Maintenance
ESF	Economic Support Fund
E/STAS	Office of the Science and Technology Adviser (State)
EUR	Bureau of European and Eurasian Affairs (State)
EW	Enduring Welcome
EWC	East-West Center
EX	Office of the Executive Director
EXECSEC	Executive Secretariat
EXIM	Export–Import Bank of the United States
F	Office of Foreign Assistance (State)
FA	Foreign Assistance
FAR	Federal Acquisition Regulation
FBS	Functional Bureau Strategy
FCEB	Federal Civilian Executive Branch
FMF	Foreign Military Financing
FFP	Food for Peace, Title II
FS	Foreign Service
FSI	Foreign Service Institute (State)
FSN	Foreign Service National
FSNSLTF	Foreign Service National Separation Liability Trust Fund
FSRDF	Foreign Service Retirement and Disability Fund
FTE	Full Time Employee or Full Time Equivalent
FY	Fiscal Year
GAO	United States Government Accountability Office (Congress)
GCF	Green Climate Fund
GDI	Greening Diplomacy Initiative
GEEA	Gender Equity and Equality Action
GFS	Office of Global Food Security
GHP	Global Health Programs
GHP-State	Global Health Programs-State
GHP-USAID	Global Health Programs-USAID
GHSD	Bureau of Global Health Security and Diplomacy (State)
GP	Office of Global Partnerships
GPA	Bureau of Global Public Affairs (State)

ACRONYMS

Acronym	Full Name
GPRA	Government Performance and Results Act
GSA	General Services Administration
GSS	Global Support Strategy
GTM	Bureau of Global Talent Management (State)
H	Bureau of Legislative Affairs (State)
HACFO	United States House Appropriations Subcommittee on State, Foreign Operations, and Related Programs (Congress)
HFAC	United States House Committee on Foreign Affairs (Congress)
HISP	High Impact Service Provider
HR	Human Resources
HR COMP	Human Resources Special Complement
HRHTDE	High-Risk, High-Threat Diplomatic Engagement
HVA	High Value Asset
IASP	Israeli Arab Scholarship Program
IBC	International Boundary Commission
IBWC	International Boundary and Water Commission
IBWC Const	International Boundary and Water Commission – Construction
IBWC SE	International Boundary and Water Commission – Salaries and Expenses
ICASS	International Cooperative Administrative Support Services
ICC	International Chancery Center
ICS	Integrated Country Strategy
IDA	International Disaster Assistance
IFC	International Fisheries Commissions
IG	Inspector General
IJC	International Joint Commission
IIJA	Infrastructure Investment and Jobs Act
INL	Bureau of International Narcotics and Law Enforcement Affairs (State)
IMET	International Military Education and Training
IMF	International Monetary Fund
INR	Bureau of Intelligence and Research (State)
INCLE	International Narcotics Control and Law Enforcement
IO	Bureau of International Organization Affairs (State)
IO/C	Office of International Conferences (State)
IPI	Bureau of Inclusive Growth, Partnerships, and Innovation
IRM	Bureau of Information Resource Management (State)
ISN	Bureau of International Security and Nonproliferation (State)

ACRONYMS

Acronym	Full Name
IT	Information Technology
ITCF	IT Central Fund
ITF	Interagency Task Force
ITMP	IT Modernization Plan
ITSI	International Technology Security and Innovation Fund
IPS	Indo-Pacific Strategy
J	Under Secretary for Civilian Security, Democracy, and Human Rights (State)
J/GCJ	Office of Global Criminal Justice (State)
JRS	Joint Regional Strategy
JSP	Joint Strategic Plan
J/IRF	Office of International Religious Freedom (State)
J/SEAS	Office of the Special Envoy to Monitor and Combat Antisemitism (State)
J/TIP	Office to Monitor and Combat Trafficking in Persons
L	Office of the Legal Adviser (State)
LE Staff	Locally Employed Staff
LAC	Bureau for Latin America and the Caribbean (USAID)
LPA	Bureau of Legislative and Public Affairs (USAID)
M	Under Secretary for Management (State)
M&E	Monitoring and Evaluation
MCC	Millennium Challenge Corporation
MED	Bureau of Medical Services (State)
MRA	Migration and Refugee Assistance
MRR	Mission Resource Request
M/SS	Office of Management Strategy and Solutions (State)
NADB	North American Development Bank
NADR	Nonproliferation, Anti-terrorism, Demining, and Related Programs
NDAA	National Defense Authorization Act
NEA	Bureau of Near Eastern Affairs (State)
NEC	New Embassy Compound
NED	National Endowment for Democracy
NGO	Non-Governmental Organization
NSA	National Security Agency
NSC	National Security Council (White House)
NSS	National Security Strategy
OBO	Bureau of Overseas Buildings Operations (State)

ACRONYMS

Acronym	Full Name
OCE	USAID Office of the Chief Economist
OCO	Overseas Contingency Operations
OCS	Overseas Citizen Services
OE	Operating Expenses
OES	Bureau of Oceans and International Environmental and Scientific Affairs (State)
OFM	Office of Foreign Missions (State)
OIG	Office of Inspector General (State)
OMB	Office of Management and Budget
OMBUDS	Office of the Ombuds
OP Plan	Operational Plan
P	Under Secretary for Political Affairs (State)
PAT	Post Assignment Travel
PD	Public Diplomacy
PDAS	Principal Deputy Assistant Secretary
PFMO	Protection of Foreign Missions and Officials Program
PGI	(Office of the U.S. Special Coordinator for the) Partnership for Global Infrastructure and Investment
PITF	President's Interagency Task Force
PKO	Peacekeeping Operations
PLR	Bureau of Planning, Learning, and Resource Management (USAID)
PM	Bureau of Political-Military Affairs (State)
PMI	USAID Program Management Initiative
PMA	President's Management Agenda
POTUS	President of the United States
PPR	Performance Plan and Report
PPT	Passport Services Directorate
PRC	People’s Republic of China
PRM	Bureau of Population, Refugees, and Migration (State)
PSF	Prevention and Stabilization Fund
QFR	Question for the Record
R	Under Secretary for Public Diplomacy and Public Affairs (State)
REPAT	Repatriation Loans Program Account
REFS	Bureau of Resilience, Environment, and Food Security (USAID)
REP	Representation Expenses
R&D	Research and Development
R/GEC	Global Engagement Center

ACRONYMS

Acronym	Full Name
R/PPR	Office of Policy, Planning, and Resources (State)
S	Office of the Secretary of State
S/GWI	Office of Global Women's Issues (State)
S/OCR	Office of Civil Rights (State)
S/ODI	Office of Diversity and Inclusion (State)
S/P	Policy and Planning Staff (State)
S/TECH	Office of the Special Envoy for Critical and Emerging Technology (State)
SACFO	United States Senate Appropriations Subcommittee on State, Foreign Operations, and Related Programs (Congress)
S&E	Salaries and Expenses
SAR	Stabilization Assistance Review
SCA	Bureau of South and Central Asian Affairs (State)
SCA	Office of South and Central Asia (USAID)
SCRM	Supply Chain Risk Management
SDRC	State Diplomatic Reserve Corps
SFRC	United States Senate Committee on Foreign Relations (Congress)
SDAF	Special Defense Acquisition Fund
SPEC	Office of the U.S. Special Presidential Envoy for Climate (State)
SPEHA	Office of the Special Presidential Envoy for Hostage Affairs (State)
SRMA	Sector Risk Management Agency
STEM	Science, Technology, Engineering, and Mathematics
T	Under Secretary of State for Arms Control and International Security (State)
TAF	The Asia Foundation
TI	Transition Initiatives
UN	United Nations
USACE	U. S. Army Corps of Engineers
USAGM	United States Agency for Global Media
USAID	United States Agency for International Development
USIP	United States Institute of Peace
USITC	United States International Trade Commission
USTDA	United States Trade and Development Agency
VO	Consular Affairs Visa Services Directorate
VPOTUS	Vice President of the United States
WARSI	West Africa Regional Security Initiative
WB	World Bank
WBGL	World Bank Global Lending

ACRONYMS

Acronym	Full Name
WCF	Working Capital Fund
WHA	Bureau of Western Hemisphere Affairs (State)
WHO	World Health Organization (UN)
WMD	Weapons of Mass Destruction
WSP	Worldwide Security Protection
ZTA	Zero Trust Architecture